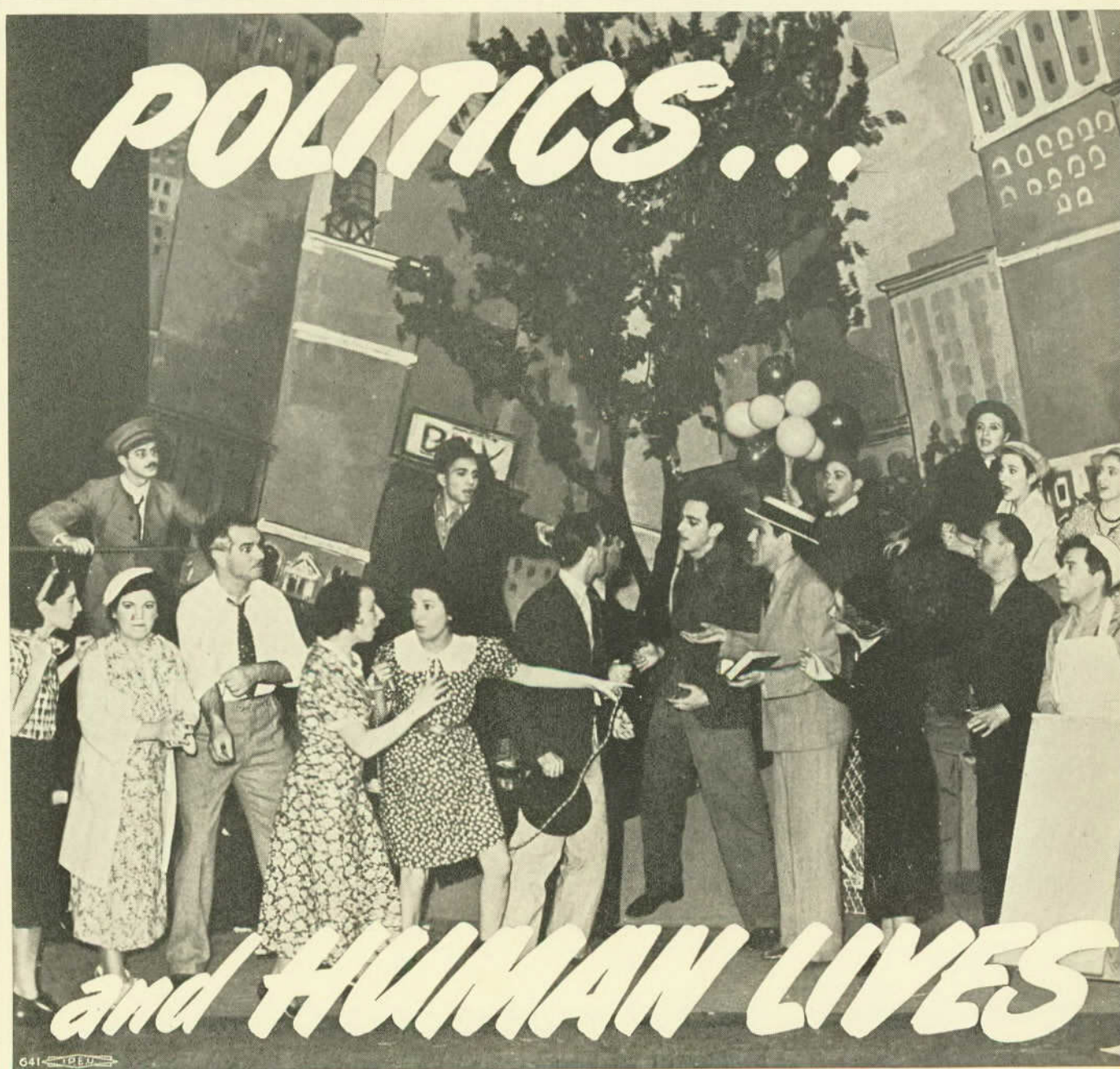


THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



VOL. XLVI

WASHINGTON, D. C.

OCTOBER, 1947

NO. 10

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

An old-timer has sent us some interesting and amusing questions for our "On Every Job" page. He tells us that the first member sending the correct answers to these questions to Brother Elmer E. Zemke, c/o L.U. No. 611, 509 South 2nd Street, Albuquerque, New Mexico, will have a month's dues paid for him by L.U. No. 611 through his home local. All answers must be received by L.U. No. 611 before the next issue of the Journal is mailed out to the members.

KIDDING THE QUIZ KIDS WITH ELECTRICAL QUESTIONS AND NONSENSE

(1) We now use the Green Lee Bender for bending large conduit.

Can you change one word and name the bender the old-timers used to bend large conduit?

(2) Why would an inside wireman make a good prize fighter?

(3) The name of which electrical contractor represents something that women wear on their heads and cows trample under their feet?

(4) What hammer is used only in the electric industry?

(5) The body of a man was found and the only mark of identification on him was an I.B.E.W. emblem. After complete physical examination, the doctor said the body was that of a lineman, not an inside man.

How did the doctor arrive at this conclusion?

(6) Why is a traveling member like the camel spoken of in the Bible?

(7) What kind of electrical material do cows graze on in the springtime?

(8) What do linemen and cow punchers have in common?

(9) The initials of what electrical contractor will you find on the name plate of electrical motors, both DC and AC?

(10) What state has the smallest amount of electric current?

(11) Why has one of our International Vice Presidents always been so popular with the ladies?

(12) Why did Senator Claghorn refuse to have electric lights or other electrical devices in his home?

(13) What local union of the I.B.E.W. is located in the capital of the world?

(14) In what city (not Washington, D.C.) is the I.B.E.W. building located?

Answers in next month's Journal.

T. O. DRUMMOND,

L. U. No. 584.

IMITATIONS

I wouldn't give a nickel
For a canvas on a wall,
Nor all your dusty tapestries,
To clutter up my hall.
For through the window on my hill,
Green trees and grass and sun,
Grow from the lavish brush of God,
Free, free for everyone!

D. A. HOOVER,

L. U. No. 1306.

DISARMING

J. Hook: "Foggy last week, wasn't it?"

Guy Gard: "Yeah. Lost one lineman account of it."

J. H.: "How come?"

G. G.: "He went up an 80 to bat on a crossarm an' the fog was so thick he couldn't see the pole—went 10 feet above the top, fastened the cross-arm and layed up the wire."

J. H.: "Did he fall?"

G. G.: "Naw. After the sun came out, he saw where he'd been an' it scared him to death."

CHRIS G. BJORNDAL,

L. U. No. 18.

PHRASOGRAPH

(Representative Hartley charged coal miners with violation of his law, for settling with the United Mine Workers.)—News Item.

BY ORDER OF HARTLEY AND TAFT
Illegal it is to, willingly, agree
And promote understanding and fair play;
Unlawful to follow the road of the free,
And settle all disputes in an orderly way!
By order of Hartley and Taft:
It is within the law to restore
The slavery of labor and sweatshops of old;
To return the breadlines, as in days of yore,
Destroy reforms with methods bold!
By order of Hartley and Taft:
Legitimate it is to boost the cost
Of products, cause shortages new;
To sow the seeds of strife and mistrust,
With enormous powers in hands of few!
To create disturbing streams in the water's
sphere,
Pollute the fluid to a harmful extent;
That ever-hungry sharks, hovering near,
Devour the defenseless fish to their heart's
content!

It's the order of Hartley and Taft
To encourage corruption and graft!

A Bit o' Luck,

ABE GLICK,

L. U. No. 3.

A charter member of L. U. No. 226 says he enjoys the "On Every Job" page and wanted to contribute something for it. He says he hopes some of the boys remember what a Model A is. He once sent a copy of this song to Henry Ford and received a nice reply. Brother Ridlon says one of the first electricians he ever worked with was a Mr. Trussell—at the Troy Foundry in Chicago. He'd like very much to hear news of him or better still from him.

MY MODEL A

My Model A, My Model A.
I don't have to feed you any hay.
I feed you on the best o' grass
And give you oil to make your "innards" last.
You take me over hill and dale,
If you were equipped, I bet you'd sail,
And if you had wings I believe you'd fly
And take me way up in the sky.
But that I know would not be sound
I must keep one foot on the ground.
Now I am nearly three score and ten
My Model A is 18, my oh my!
I think soon we'll both retire
And watch the Fords go by.
My Model A, My Model A
I never feed you any hay
And very little oil and gas
But just the same you last and last—
My Model A!

GEORGE RIDLON,

L. U. No. 226.

The father of one of our apprentice members writes us that he reads our Journal every month. He says that he really enjoyed "Sleepy Steve's" poesy about being a crossword puzzle addict. As a fellow-sufferer, another crossword-puzzle fan, he has written a poem for us on the same subject.

TO SLEEPY STEVE THE CROSSWORD ADDICT

Alas, alack poor Sleepy Steve,
For him we all sincerely grieve,
The end o' his lay he can't indite,
Due to the call o' the men-in-white.

Lamenting much his hand we grip,
O'er him our clothes we tear and rip,
Nor shall our work for his release
E'er lag, or stop, or pause, or cease!

Meantime—
To make amends he must atone,
In solitude be left alone,
While from a distance—that's afar
Fellow bards keep the door ajar.

Let him not sorrow, feel remorse;
On the hilltop yet grows the gorse;
Tibet still propagates the gnu—
And Australia her famed emu.

And, too, may he never forget
A set of eight is an octet;
The leaky faucet is a tap;
Once round the ring is called a lap.

Take heart, the tree has still its cor;
Correlative of either's or;
Abram from Ur came, dog is cur;
The term of address always Sir!

Eros, God of Love! have pity on us!
To be in want, is to have need;
A day but twenty-four hours has;
For us who toil, to labor is.

East is East, and, too, West is West,
To meld them has defied the best;
But East-North-East and North-North-West
Are found in almost every test.

Lad, sad; chic, sis; dove, coo;
Dad, car, lane, pep, anew;
Ogle, lass, nave, pew;
Love, vigor, life, renew.

But when the puzzlemaker tires
Of words like card, hard, slim or hires,
Trick becomes tergiversation,
And name is an appellation.

This doleful ode is for you two—
Sleepy Steve and his missus, too;
It might have been a gay etude
But for a spell of lassitude.

Sleep, ye, Steve a well-earned repose,
As this rhyme we fitfully close,
This mixture, this olio, lacks learning, lore,
But 'tis true as though writ in gore!

Ye poet girds toga, doffs tam,
Genusfects, son of old Adam,
Grasps rod and with a smile, a nod,
Wends his way o'er sward, grass and sod.

by H. RODERICK MORGAN,

Father of David Seymour Morgan,

L. U. No. 18.

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J Scott Milne, Editor

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Contents

| | Page |
|--|------|
| Frontispiece - - - - - | 386 |
| Government Affects Citizens' Economic Status - - - - - | 387 |
| Beryllium Poisoning Looms as Added Menace - - - - - | 389 |
| Reaches Level of Popular Song - - - - - | 390 |
| Pacific Coast Has Highest Utility Wages - - - - - | 391 |
| IBEW Speakers Before NECA Meeting - - - - - | 392 |
| Sister Organization of I.B.E.W. Described - - - - - | 393 |
| Production Depends Greatly on Morale - - - - - | 394 |
| Another Fine Local Union Office Building - - - - - | 395 |
| Little Norway Rich in Water Power - - - - - | 396 |
| Famed Eaton Statement Demands Extra Printing - - - - - | 398 |
| Atlanta Has Apprentice Program - - - - - | 399 |
| Community Program In Nation's Capital - - - - - | 399 |
| How Dictatorial Is British Labor Government? - - - - - | 400 |
| Will Labor Have Freedom Under Control? - - - - - | 401 |
| Editorial - - - - - | 402 |
| Woman's Work - - - - - | 404 |
| Correspondence - - - - - | 406 |
| In Memoriam - - - - - | 415 |
| Death Claims Paid - - - - - | 417 |
| Local Union Receipts - - - - - | 421 |

• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

It has been several months since the commission, headed by Robert Hutchins of the University of Chicago, made its report on the American press. This report was fully reviewed in the ELECTRICAL WORKERS' JOURNAL. This report was by a group of American scholars. It concluded that freedom of the press was endangered by indifference, and it suggested that the press reform itself.

★ ★ ★

As so often happens these days, this important report was virtually ignored by the newspaper men themselves. Many of them did not even know that it was made. Few of them read it. It was lost, therefore, to the country. Since then, one member of the commission has written a book exploring another aspect of the press, and this has had no wide circulation.

★ ★ ★

This very day while this column was being written the editor had lunch with an assistant cabinet officer. The cabinet officer said:

"I am amazed at the power of the press to smear the reputation of individual office holders. In fact, at times I believe that the chief function of the press is to conduct smear campaigns against the so-called enemies of monopoly and cartels."

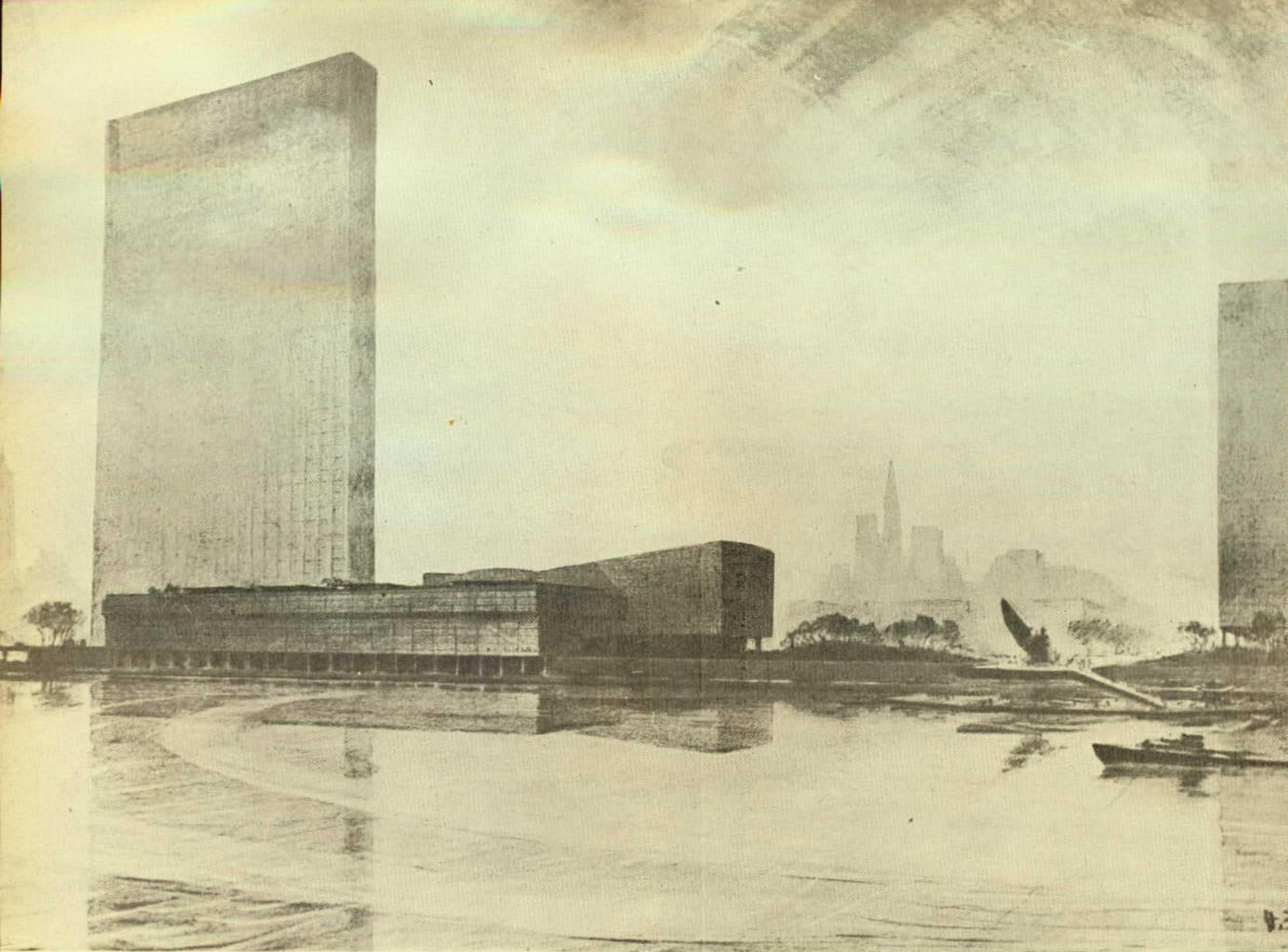
Labor has long known this tremendous power of the daily newspapers. That power is not lessened. The one-paper towns are on the increase in the United States—the gathering and dissemination of news is itself a monopoly.

★ ★ ★

As we have frequently said before, this means that the labor press grows more and more important. It mustn't fall into the habits of doctoring news and purveying propaganda as has the daily press. It must state straight and think straight. One of the symptoms of these trying times is the power and growth of propaganda. Despite the death of Hitler, thundering big lies are still being told to the benefit of certain forces.

★ ★ ★

Our cover photo this month is by courtesy of the International Ladies Garment Workers Union. It is a scene from their review "Pins and Needles."



Courtesy U. N. Department of Public Information

Symbol of new age of international relations — the projected United Nations building in New York City



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NO. 10

Government Affects Citizens' ECONOMIC Status

WHEN John Electrician awakes in the morning, he casts his morning eye out at the familiar landscape; he sees the same yard, fence, sidewalk, streets, but it is not the same world it was 10 years ago.

Tremendous changes took place in our economic life during the war, changes with which few of us have caught up. It will take several years before Americans really see their economic system as it really is, how it is now working, and the importance of government and its relationship to that economic system.

"Free Enterprise"

For many generations, Americans have taken the position, "that government is best which governs least." Of course this is what Americans have meant when they say free enterprise. Beginning hopefully, following the end of the war in August 1945, American labor was willing to embark upon a free-enterprise program. But the so-called free-enterprise Congress has developed into the most censorious, authoritarian, despotic, and tyrannical Congress in the history of the country. This should lead to this conclusion:

Government inevitably will either forward the economic life of a whole people, including John Electrician, or it will forward the economic interests of a few.

The so-called free-enterprise Congress has forwarded the interests of a few. It has forwarded the interests of the monopolies and the cartels of this country. It has struck directly and frankly at the interests of labor and the consumer. The government affects the economic status of the common man. The common man must vote in his own interests or pay—through the nose.

Free Enterprise Does Not Exist

At this juncture of our national life, free enterprise can only be thought of as an ideal. It does not exist. Under a free enterprise, prices are set in the open market by the operating of the law of supply and demand. Today, prices are set in executive offices of big corporations by decrees. The price system then becomes a matter of policy and choice of big business, and has little to do with scarcity of goods and the sharp demand of the consumer. What is labor to do in this situation? Labor must change its sights, take new aim at the real enemy of its interests, and fight for a kind of econ-

Common man cannot escape interest in politics. He must vote for his own interests or pay—through the nose

omy that will produce prosperity for every citizen, and freedom, and happy life. There is less real happiness today in the United States than at any other period in the last two generations.

A Capitalist Speaks

Here is what a capitalist, Robert Wood Johnson, chairman of the board of Johnson and Johnson of New Brunswick, New Jersey, says:

"We are in trouble—you and I. We know it, yet we get in deeper almost every day. So do our friends and neighbors—a hundred and forty million of them throughout the United States.

"The problem centers in our economic system, by means of which we live. It performed magnificently during wartime, turning out goods and creating income on an unprecedented scale. Today, however, it creaks and falters through a maze of shortages, strikes, and slowdowns; of jurisdictional rows and Federal rulings; of beetle-browed ultimatums and emergency measures that seldom meet emergencies. If appearances mean much, both we and the system are staggering toward collapse."

We have had other warnings from other capitalists. We are moving into a situation that is fraught with danger to every citizen, and to the whole type of economy which we have. The only redress that workers have in such a situation is through their government and through their labor organizations. Labor must not be fooled by propagandistic slogans, and it must not be fooled by trick phrases.

Powers of Reaction

Senator Wayne Morse, Republican, Oregon, who opposed the passage of the Taft-Hartley act with such skill, warns labor:

"I am sure that the passage of the Taft-Ives-Hartley act has made crystal clear to organized labor that the forces of reaction in our country are well organized and determined to weaken the collective bargaining power of labor. I am satisfied that the anti-labor features of the Taft-Ives-Hartley act are not the last proposals which the anti-

labor forces in this country will seek to have passed by the Congress.

"If organized labor intends to stop the anti-labor legislation drive in this country, it must educate its rank and file members to an understanding of the real dangers to their wages, their working conditions and their job security through such legislation as the Taft-Ives-Hartley act.

"Labor must join with other citizens of this country to fight reactionism by sending to Congress men who will support sound liberal legislation which is in the interest of the many rather than the few. In the meantime, however, it must be recognized that the act is a part of the law of the land, and that all citizens, including particularly the members of organized labor, have a solemn obligation to abide by the law even while working for its repeal or amendment."

Labor Must Not Sleep

Senator Glen H. Taylor, Democrat, Idaho, adds this warning to labor in the following words:

"Labor must never again be caught asleep. Labor must be vigilant to elect progressive candidates, candidates who value human rights above property rights, who support legislation to help the working man, the farmer, and the small business man. In short it must protect the great gains made under the administration of Franklin D. Roosevelt.

"This means something more than election campaign activity. It means that every union and every union member must keep informed of the legislative process. Every union man must keep abreast of political developments. He must watch his representatives in Washington and at the state capitol. And he must support good legislation and oppose bad legislation.

"To this end every local union should appoint a legislative committee which is daily charged with the duty of keeping the union informed of all legislative activity. The committee should be divided into subcommittees on national, state, county and municipal governments. It should have two main functions—and these are equally important. First, it should provide a news program at union meetings for the purpose of keeping members informed. Second, it should recommend action in the form of resolutions, delegations, etc., when it feels that the legislative situation requires such action. I think that service on such committees would be highly interesting and educational, and I think that they would perform a very valuable function.

"It's a big job, but in a democracy, every citizen is part of the government."

Unite—Men of Labor

William Green, president of the American Federation of Labor, has issued a stirring statement to the unions of America on the occasion of Labor Day:



REA photo

Politics affects every expenditure and every function of the home.

"The fight which has been made by our enemies in state legislatures and in the Congress of the United States, serves to emphasize the need for labor unity, the establishment and maintenance of a united labor movement, standing together as one fighting a common enemy who fights as one. Experience both in the legislative and economic field is teaching us the need for labor solidarity and labor unity. The rank and file throughout the entire country demand that division and discord within the ranks of labor shall cease and a united labor movement be established upon the American continent. This would mean economic solidarity. Out of that could develop a political policy which would serve to bring about the defeat of the members of state legislatures and of the Congress of the United States who voted for highly objectionable anti-labor legislation. The membership of organized labor is thoroughly conscious of the fact that if labor is to win upon the political field, it must be united. The passage of the Taft-Hartley bill has served to unite labor solidly and immovably in opposition to those who voted for the notorious Taft-Hartley bill. We need now to formulate plans which will make sure and certain that the workers of the nation and their friends will register in states where the laws call for registration as a prerequisite to voting and to make sure and certain that the workers of the nation and all their friends will go to the polls on election day."

As A Britisher Sees It

While we are looking at the analysis of the present economic and political situation in the United States, it is interesting to see how British unionists react to the Taft-Hartley bill and the present developments in the United States. E. W. Bussey, president of Electrical Trades Union, Great

Britain, a sister organization of the International Brotherhood of Electrical Workers in the United Kingdom, in a signed article in the July number of the official journal says:

"We, in this country, have suffered from legal persecution. The last piece of penalizing legislation—the Trades Unions and Trades Disputes Act of 1927—was swept away last year. Although trade union law still contains a number of anomalies, we have won through to legal recognition and achieved a status in the economic and social structure of the state commensurate in some degree with our role and function in society. We are an important and a vital organ of democracy.

"American monopoly capitalism is, apparently, determined to prevent any further growth of the American trade union movement. It is bent on taking away from the unions the elementary legal rights conferred on them by the Clayton Act of 1914, the Norris-La Guardia Act of 1932, and the Wagner Act of 1935. It wants a working-class stripped of its defenses and made submissive to its will.

Repercussions

"Trade unionists in Britain can be under no illusions as to the meaning of these developments in America, nor of the repercussions they may have in other countries. The war greatly increased the stranglehold of the large American monopolies on the economic life of America. That stranglehold cannot be complete until the power of the trade unions is broken. American monopoly capitalism is taking the first steps towards fascist totalitarianism. How far along that road it will travel will largely depend on the strength and resistance power of the progressive forces in America. But these

forces should not be left to face the fight alone. For fascism, as the peoples of the world have learned at such terrible cost, cannot be confined within the boundaries of a single state."

In addition to the fact that prices are set largely by administrative decree of big business corporations, there are other developments in the economic field of great interest to labor.

Two factors are making for the re-emergence of technological unemployment. The first is the installation of new equipment and machines, on which industry spent \$12 billion in 1946 and is expected to spend \$14 billion in 1947.

Effect of New Machinery

Typical of what this new machinery means is a *Wall Street Journal* description of a device that "rips through what was formerly a 2-day job in a bare 1½ hours." All along the line, the *Wall Street Journal* said, "hours are being reduced to minutes, and minutes to seconds."

Along with streamlined machinery and equipment, employers are introducing new and streamlined efficiency methods. Efficiency experts are being hired on an unprecedented scale, even in fairly small plants, and these experts are developing more subtle and effective speed-up and stretch-out systems.

Employers are "stabilizing" their wage structures by using job evaluation studies that tend to level off a worker's wages and create greater speed-up pressures. Technological improvements are being introduced in the layouts of plants and in the organization of factory working forces. Wage incentive systems are being streamlined where they existed before, and introduced for the first time in many plants that never had them.

What is taking place is only a beginning. The greatest threat of technological unemployment lies in the future. It has been demonstrated that standard motion studies of workers can cut the time required for a particular job from 30 to 60 percent. More efficient plant layout can double production. It is only a matter of time before every employer, even the smallest, will strive to increase his profits at the expense of his workers through the wholesale use of such systems.

The unions will thus soon be face to face with the full-blown menace of technological unemployment. They will have to solve the incentive wage and job evaluation grievances of their members, and be constantly on the alert against the speed-up and the stretch-out.

To do so, the unions and their members must learn industrial engineering. They must guard their contracts against loopholes that permit employers to reap all the gains of greater productivity while employees reap the speed-up and then the pink slip.

It is up to the unions to see that the workers share the gains of America's increased productivity.

Beryllium Poisoning

Looms as Added MENACE

RECENTLY there has come to public attention through newspaper publicity the death of a young woman worker in a lamp manufacturing concern. A few months before she died her lawyers brought a case against the lamp manufacturer seeking to recover \$200 thousand damages. After the girl died, the family continued the legal case. Public medical officers have diagnosed her malady as beryllium poisoning. Beryllium is a metal used in the manufacture of fluorescent-type lamps. Considerable unrest among workers in this industry has resulted from publicity of this case.

Some years ago in Massachusetts 17 workers were taken ill, all exposed to beryllium in a plant in Massachusetts. Dr. Harriet L. Hardy, physician, Division Occupational Hygiene, Massachusetts Department of Labor and Industries of Boston, intently studied these 17 cases. Six of them were fatal. The others recovered. Dr. Hardy revealed the result of her study in an article published in the bulletin of the New England Medical Center. Here are excerpts from this article:

Disease Is Puzzling

"A puzzling disease has appeared in recent years in a concern manufacturing fluorescent lamps. I, as spokesman of the Division of Occupational Hygiene, am presenting here the available clinical records of 17 known cases of this disease which we choose to call 'delayed chemical pneumonitis.' Many physicians assisted in collecting the clinical data contained in this report. . . .

"Attention has been drawn to the presence of the beryllium compounds used in the process of fluorescent lamp manufacture because, until recently, this element has been little used in industry. Further interest in beryllium was aroused when it was declared a strategic metal by the Government during the war years because of its unusual properties when used as an alloy with copper.

Clinical Features

"The relationship of the onset of the disease to the common period of work in the same factory is of interest. Four of the group developed symptoms while at work after a long period of employment in the common environment. A second group developed symptoms between three months and 18 months after leaving, and a third group became ill as long as two and three years after discontinuing work. There did not seem to be any relation between the length of the work period in the common environment and the period of time before onset of symptoms. In combing the records of these patients, respiratory infections and obstetrical events appeared as valid predisposing factors.

Dramatic Symptoms

"The symptoms presented at onset were, in most instances, dramatic. Weight loss,

Electrical workers handling fluorescent types may be running risks. Experts however differ

dyspnea, and cough were the prominent features. Anorexia and weight loss frequently were the first symptoms. The amount of weight loss varied between 10 and 40 pounds within the first year of illness, and was not always related to loss of appetite. Dyspnea at first was noticed only on exertion but gradually became so severe in a few instances that the patient was orthopneic and breathing 60 or more times a minute at rest. The cough was not an invariable symptom; when present it was hacking and nonproductive at first, later producing thick colorless sputum chiefly in the morning. Frequently the onset in patients with delayed chemical pneumonitis was marked by failure of a mild coryza to disappear and the gradual development of dyspnea, cough, and weight loss. It is possible that the intense dyspnea is due to peripheral stimulation of the vagus by some chemical not at present identified.

"Gastro-intestinal symptoms were also common in these patients. Anorexia, prominent at onset, was a regular complaint varying with individuals and during the course of the disease. Certain patients in this group had episodes during which the gastro-intestinal symptoms were more disturbing than the respiratory symptoms. A miscellaneous group of complaints was recorded for which there was no ready explanation. However, any process which interferes so profoundly with proper oxygenation of the blood, as the great dyspnea suggests, may well produce serious symptoms referred to all parts of the body. . . .

Recovery

"Of the group of 17 patients, one has definitely recovered, clinically and by x-ray. Six of the patients are gradually improving clinically but still show changes in the lungs by x-ray. Three patients are still very much disabled by the cough, dyspnea, and inability to gain weight. One patient is orthopneic even at rest and requires oxygen for short periods daily. Six of this group of 17 individuals have died after an illness of long duration. In the seven cases terminated, six by death and one by recovery, the average duration was two years. One patient, at present gradually improving, has now been ill for four years. Delayed chemical pneumonitis is therefore an illness of relatively long duration. Removal from the working environment has had no apparent effect on the progress of the disease.

"Every kind of treatment has been tried including the sulfonamides and penicillin with no effect. Supportive measures, protection from infection, the wise use of oxygen, and attention to the patient's morale have proved definitely helpful. . . .



Courtesy Dumo-Tess Corporation

New U-shaped fluorescent lamp

Summary

"The characteristics of 17 cases of delayed chemical pneumonitis occurring in a fluorescent lamp manufacturing concern where beryllium compounds were used have been outlined. There is as yet no clear etiology established. The fact that the 17 workers whose illness is here described were employed within one building during the same period of time points to a common exposure. Evidence from the literature suggests that in some unknown manner the fluorescent powders which contain beryllium compounds are of etiologic importance. No other condition or substance which is known to cause pulmonary symptoms has been discovered in the common working environment of these 17 patients. The disease is of unusual interest because of its clinical features—delay in onset, dyspnea, weight loss, prognosis. Delayed chemical pneumonitis of occupational origin needs to be recognized and studied so that industrial hygiene steps may be designed to prevent its occurrence.

"As a moral to this presentation we want to enter a plea. In routine medical history taking in the twentieth century, a patient's occupational story is of great importance in making a correct diagnosis. Delayed chemical pneumonitis will doubtless not prove an isolated example of a new clinical picture, industrial in origin, in these days of heightened human ingenuity."

Conversations with industrial hygienists in the United States Public Health Service developed a difference of opinion between the Massachusetts authority and the industrial hygienists at the Public Health Service. The Public Health Service feels that nothing definite has been established about this new industrial hazard, and they are anxious to make a definite investigation of laboratory tests but have not the funds to do so.

To lose one's health renders science null, art inglorious, strength unavailing, wealth useless, and eloquence powerless.

Herophilus, 300 B. C.

Reaches Level of Popular Song

ROBERT BURNS, whose verse has been woven into many a popular and enduring song, once said: "Let me write the songs of the nation. I care not who makes its laws." The enduring effect of music, even in politics, is well known. Who does not remember "Katy," "Over There," "This is the Army, Mr. Jones," and their electric effect upon morale during the war. Now for the first time, in so far as we know, labor's side of a national controversy has reached the platter stage. A commercial record corporation has produced the song entitled "Have a Heart, Taft-Hartley, Have a Heart." It was sung by a nationally-known quartette, the Prairie Ramblers, and the record already has had wide distribution. It sells for only 79 cents, but the unions can buy this record for 49 cents in lots of not less than 100. Sheet music copies of the song are also available. The tune is attractive. The gusto with which the song is sung, and the clever words, lifts the song above the ordinary occasional piece.

Here are a couple of verses:

Have a heart, Taft-Hartley, have a heart,
You can't put the workin' hoss behind the cart.

Where's your lawful ammunition when
the miner goes out fishin'?

Pass a bill to make him dig if you're so
smart.

It's no joke, Taft-Hartley, it's no joke,
Because you're dealin' with a democratic
folk.

Maybe you're settin' gloatin',
But when labor starts a-votin',
Then your fancy bill will all go up in
smoke!

Note the line: "It's no joke, Taft-Hartley, it's no joke, Because you're dealin' with a democratic folk." Not bad in expressing the gist of labor's feeling about the restrictive laws of the last Congress. The record is made by the Mercury Record Corporation, Chicago, Illinois. It is written by Jack

Taft-Hartley law gets ridicule on phonograph records. Song with humor and philosophy

Lawrence. The Mercury company speaks of it as a satirical novelty, a very funny piece of material. The company denies that "it is taking sides in the political controversy." They consider the song merely as a good piece of business. The company regards it as of high sales potential. The Prairie Ramblers sang the song at the huge gathering at Soldier's Field in Chicago on Labor Day where 200,000 labor persons jammed the stadium, and 200,000 remained outside. President Green spoke.

Billboard Reviews It

Here is a review of the song from *Billboard*, a publication of the theatrical trade:

Jack (rapidly becoming known as never-a-dull-moment) Lawrence is again creating an Alley stir with his latest venture, a music publishing company of his own called Whale Music. Whale's catalog, to date, consists of one number, called *Have a Heart, Taft-Hartley, Have a Heart*. And Lawrence (whose credit list includes *Linda*, *Symphony*, *All or Nothing at All*, etc., and who more than once has been a thorn in the side of the American Society of Composers, Authors and Publishers—ASCAP) is publishing the tune on the advice of practically every major publisher along Tin Pan Lane. Practically all the boys gave one listen, said it was fine, but they thought Jack ought to put it out under his own imprint.

As the tune's title rather unsubtly suggests, it is a ditty directed against the labor-management law which Senators Taft and Hartley sponsored and brought into being, and which is looked upon with disfavor in labor circles. Lawrence's experiences in attempting to get the tune published through regular channels are only slightly less amus-

ing and intriguing than his efforts to line up disks of the ditty. After trying 14 companies, including the Big Four, he wound up with one (count it, one) platter of *Heart*. This is a Mercury disk done by the Prairie Ramblers, released this week.

It is also anticipated that the song or disk will encounter a little difficulty getting played on some radio stations and networks.

Make 'Em Dig

Since the song lampoons Taft, Hartley and the law pretty handily—with such lines as "Where's your legal ammunition when the miners go out fishin', pass a law to make 'em dig if you're so smart," and "politics, politics, we don't like it when they play us dirty tricks"—the antipathy on the part of various managements to plug it is quite understandable. But there were indications this week that Lawrence might make out pretty well with it despite such resistance.

In Chicago George Meany of the American Federation of Labor (AFL), went to work with Mercury Records promotion topper, Art Talmadge, to start a central union headquarters drive to push the platter. Meany said that all AFL nationals are being instructed to promote the disk and pass the word on to every one of their locals to do likewise. Union journals and newspapers will carry stories on the tune. Posters, urging the membership to buy the record, will be prominently displayed in all locals, and the union is going to exert pressure to get the disk played on radio stations with which the AFL has some influence. Meany also says that he has a deal with Lawrence, whereby the union will buy sheet copies of the tune, on which the name of the local union will be imprinted.

CIO Reported Interested

Also interested in the number is Jack Kroll, topper of the Congress of Industrial Organizations (CIO) Political Action Committee (PAC). There is a distinct possibility that PAC will plug the song and disk in much the same manner as the AFL. And the pay-off tie-up, should it develop, is that which finds Gael Sullivan, executive director of the Democratic National Committee in Washington, planning to use the song at a Young Democrats rally in Detroit in the near future. Lawrence maintains there is a good chance that the Dems will adopt the song as their campaign theme in the '48 elections, particularly in the event Taft gets the Republican nomination.

Song will get its big kick-off on Labor Day when it will be introduced at some 20 (and possibly more) labor rallies all around the country. Among the biggest of these is one scheduled for Soldier's Field in Chicago, where the Prairie Ramblers will do the number. Trade observers are watching the song with keen interest from several standpoints. Some believe that (under the most propitious circumstances) it is possible that the tune may have a strong bearing on ultimate revisions in the Taft-Hartley Bill itself, and others are more interested in seeing how (if at all) Lawrence's socio-political activities will affect his standing and progress as a commercial Alley writer.



In September 1947, this stadium was filled with a vast crowd to hear the Taft-Hartley song.

Pacific Coast Has Highest Utility WAGES

TWO large groups of workers, many of whom are members of the I.B.E.W., are employed by private electric light and power systems and by manufacturers of electric generating and distributing equipment. Recently, wage structure studies of these two groups came to our offices. They were made by the Bureau of Labor Statistics in 1945. So far as informing us of the present condition of workers in those businesses is concerned, we found the studies of little or no value. But upon careful examination of them, we discovered some interesting things in comparing the positions of workers in the two types of enterprises.

Women Numerically Strong Here

For one thing, the electric generating and distribution equipment manufacturing plants employed a great many women. Their numerically largest job classification was overwhelmingly a female one. The electric light and power companies, on the other hand, had few women employees, and none in really important positions. Another great difference was, that although a large percentage of the power companies had second and third shifts, few paid shift differentials and half of them had a scheduled 40-hour week. The manufacturing companies had less than half as many plants on more than one shift, but almost all of them paid a shift differential and most of the factories had a scheduled work week of 48 hours or more.

The wages were averaged in both studies by regions, but the manufacturing industry was less well represented in the study than was the power and light industry, and no attempt was made in the electrical manufacturing industry to calculate national wage averages for individual job classifications, as was done for the private power industry, but national averages were given for both on an industry-wide basis. For workers in the light and power companies the average wage was \$1.03 per hour and in the manufacturing industry it was \$0.98. Broken down further, the average rates were \$1.04 per hour for men and \$0.69 for women in the power systems and \$1.09 for men and \$0.80 per hour for women in the electrical manufacturing industry.

From this one may conclude that so far as straight time hourly wages are concerned, men stood a chance of getting a better wage working in the manufacturing industry than with the electric light and power companies. At the time the survey was made, it was also obvious that the take-home pay for the manufacturing employees was a great deal more than for the power company workers since overtime pay in the manufacturing plants was prevalent.

Where Linemen Outnumber Others

So far as the importance of the journeyman electrician was concerned, however, in the two occupational fields, the power com-

U. S. Department of Labor makes survey of wages in utility field

panies employed in their numerically dominating-job positions more of them than the manufacturing plants did. The latter had 14,349 Class C women assemblers, their largest classification. In contrast, the power companies employed as their largest group journeymen linemen—11,236 in number. Second largest group for the manufacturers was Class B men assemblers, 4,113; for the power companies, sub-station operators, 6,329 in number.*

In the power companies, wage rates for both the linemen and the sub-station operators were higher than the average for the power industry as a whole, while in the manufacturing plants the wages for men and women assemblers were below the industry-wide wage average.

Vacation and Sick Leave

Vacation plans in the power and light companies were better than in the manufacturing plants. A far larger percentage of the power systems guaranteed vacations and more than half of them provided two weeks leave with pay. A little over 15 percent of the manufacturing plants surveyed had no vacation plans and 74.1 percent had

* These figures represent only the workers in the 130 light and power companies and the 267 electric manufacturing companies covered by the surveys.

one week vacations, while only a negligible number provided two-week vacations. Likewise, sick leave and insurance provisions were found in about twice as many power systems as manufacturing plants.

The areas of concentration of large systems were similar in both industries, i.e., the Great Lakes, Middle Atlantic and New England states.

The extent of unionization was greater in the electric power and light systems than in the electric manufacturing plants, being 66.6 percent and 47.5 percent respectively of the plants surveyed. The private power plants are listed as being largely organized by I.B.E.W. In both surveys the wages for union establishments were recorded as being above those of non-union ones; for the electric light and power systems, 11 percent when averaged nationally. In the electric generating and distribution equipment plants in the Great Lakes area, the percentage was 13 and for the Pacific Coast, 10 above the non-union establishments. The Middle West and other areas were not recorded for the manufacturing industry.

Wages

In the power plants, the wages were for the most part indicated on a rate schedule, as they were in the factories, and the power plants operated on a straight hourly rate basis with very few incentive plans. The manufacturing industry, however, had a number of plants—two out of seven—where incentive and bonus plans were in effect, and two-fifths of the employees in these plants who were occupied in important positions worked on an incentive basis. The pay rates in incentive and bonus plants were found to be considerably higher than in establishments operating on a straight time basis.

It is not possible to compare the various occupational categories in which the workers

(Continued on page 417)



Courtesy Crosley Corporation

In the workshop of a radio manufacturing company.

IBEW Speakers Before NECA Meeting

THE National Electrical Contractors Association, numbering hundreds of employers of IBEW workmen, met in their annual convention in San Francisco this month. The meeting brought a very large attendance. Four IBEW officers were speakers on the program: J. Scott Milne, International Secretary, took the place originally tendered President Dan W. Tracy; Oscar Harbak, vice president of the Ninth District; Charles J. Foehn, business manager Local Union No. 6 and member of the IBEW International Executive Council; M. L. Ratcliffe, business manager Local Union No. 569 and member of Council on Industrial Relations.

Problems Discussed

The meeting developed three types of problems: the general subject of the meeting was production problems; second, the common relations between the International Brotherhood of Electrical Workers and the Contractors' Association; and third, the current problems of the contractors' organization. Mr. Milne spoke on the subject, "Production Problems as Labor Sees Them." This was a symposium including the public; electric utilities, electrical manufacturers, electric wholesalers and labor. George Andrae, chairman, NECA, Technical and Research Committee, spoke on "Increasing Production Through Code Revision and Standardization." E. H. Herzberg, chairman of the National Joint Apprenticeship and Training Committee, spoke on the "Progress of the Apprenticeship and Training Program." Some of these addresses will be reported in later numbers of the Journal.

The contractors' meeting was expected to develop frank criticism of management's methods and techniques. J. W. Collins, manager of Chicago and Cook County Chapter of NECA, well-known in the district said:

"We are meeting in San Francisco this month to discuss the problems of production. No subject can approach this one in importance. We need to go to this annual meeting of NECA with some advance thinking on the subject.

"What are the problems of production?

"These problems basically involve three things: management, materials and labor.

Take A Look At Management

"For once and at once, let us stop blaming labor and materials for our fumbling and take a good look at our management. It can make or break you as quickly, if not more quickly, than labor and materials. Its importance is in direct ratio to the cost of labor and materials. That is the higher

San Francisco annual gathering of contractors hears Milne, Harbak, Foehn and Ratcliffe

the cost of labor and materials, the more valuable good management becomes.

"Every contractor is taking on twice the volume of work he ever attempted before. He is doing this with the same operating organization, the same equipment and the same number of capable mechanics.

"He has added a few handy men as temporary helpers. He wonders why they are not doing so well. He complains about the productivity of labor. The real trouble is the productivity of management, or lack of it.

"The Chicago and Cook County Chapter of NECA has tried through our research to find the answers to why so many contractors today are not doing so well. In a small way we have found a few answers."

Mr. Collins presented figures contrasting two types of managers on similar jobs. One manager spent \$145,392 and the other manager spent \$164,820. Mr. Collins also presented figures on material costs and on the effect of adequate tools on conduit labor costs.

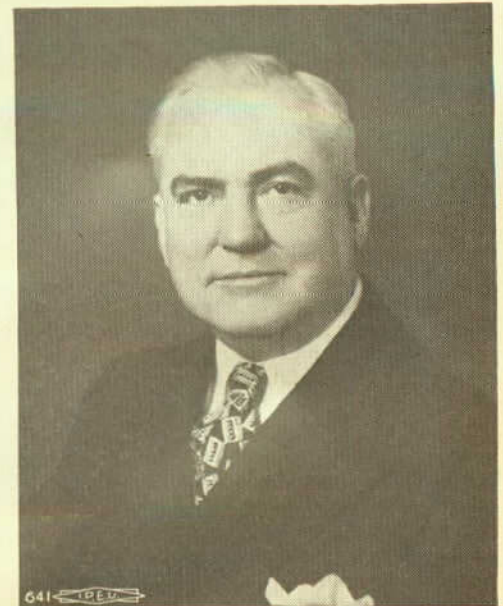
Everybody's Responsibility

Paul M. Geary, executive vice president, NECA, stated:

"Productivity in the construction industry



J. SCOTT MILNE,
International Secretary, International Brotherhood
of Electrical Workers



PAUL M. GEARY,
Executive Vice President, National Electrical Con-
tractors Association

is everybody's responsibility. If any one member of the team in an individual company executing a construction contract falls down, productivity dips. The failure may be due to a laggard worker or to a stupid exercise of management. If one trade falls down on a construction contract, then the productivity of all units suffer. There is a clear-cut interdependence in the construction industry and certainly we are interdependent upon each other to a very considerable extent when it comes to productivity.

"The general contractor is a key man in this battle to achieve productivity. He is a sort of a field commander, for upon his planning and direction the productivity of the coordinated operation depends. His job is that of directing and coordinating the major elements in the project. It is a task commanding his full energy and talent.

"One lesson we learned from the war was that size and bigness of operation is not necessarily the best, which is to say, the most efficient or productive. Beyond a certain point management becomes diluted and falls down; technical knowledge and method become confused in a myriad of operations. The vital connection between manager and worker becomes distant and often snaps, and labor relations deteriorate. * * *

"* * * In the electrical contracting industry we consider it highly important not only from the standpoint of productivity but from the standpoint of safety and enduring customer satisfaction that all the electrical work be done by a qualified electrical contractor. That means participating in the planning that affects the installation, the inclusion of all electrical work in the electrical specification, the procurement of all electrical materials and equipment, and the installation. When those conditions are followed the qualified electrical contractor is in a position to, and will guarantee the job. This is real customer appeal and it gives the general contractor a real selling point."

Sister Organization of I.B.E.W. Described

By IRVIN SHULSINGER, Secretary,
International Municipal Signal Association, Inc.

THE International Municipal Signal Association is one of America's oldest electrical organizations and is now in its 52nd year of continuous activity. Among its founders were many leading electrical pioneers and inventors such as the late Charles P. Steinmetz and others. It was originally called the International Association of Municipal Electricians; the name was changed to National Municipal Signal Association, to more clearly indicate the activities of its members, and more recently to International Municipal Signal Association, popularly known as "I. M. S. A." The word "International" was added to the title because of membership in Canada, also some in England and a few in certain countries of Europe.

The men who comprise the association are in charge of the installation, operation and maintenance of municipal fire alarm systems, police signal systems, traffic signals, police radio, fire department radio, street lighting, airport lighting and communications, lighting and wiring of public buildings, etc. Although the majority of the members are municipal employees, there are members also connected with state-wide signaling and communication systems, also with certain agencies of the Federal Government.

Who Are I.M.S.A. Members

Title of the I.M.S.A. member may be "city electrician," or "superintendent of the Electrical Bureau", in which case he supervises all electrical activities of the city, including electrical inspection and issuance of permits to electrical contractors. Other I.M.S.A. members may be known as "superintendent fire alarm," "superintendent fire and police telegraph," "superintendent signal systems," etc.

Active members, the only class of membership entitled to voting privileges, are those actually and actively in charge of the work or the first or chief assistant. Associate members are engineers usually with organizations such as National Board of Fire Underwriters, National Fire Protection Association, American District Telegraph, and other protective companies, etc. There are also commercial members who are sales engineers, or connected in similar capacity, with manufacturers or other suppliers of equipment. The association also has a distinguished group of sustaining members. The International Brotherhood of Electrical Workers is one of the sustaining members of I.M.S.A.

The association is divided into 12 sections or chapters with membership in all parts of the country. I.M.S.A. sections are New England, New Jersey, Southern New York, Middle Atlantic, Tri-State, Empire State, Midwestern, Southeastern, Southwestern, Northwestern, California, headquarters. Each section has two representa-

Electric signalmen operate organization of prestige and high qualifications

tives or directors on the Executive Board which is the governing body of the association. The Executive Board meets annually, or on special call, to review all activities and business of the association and to receive the reports of the officers and committee chairmen. Present officers are President William F. Qualls, superintendent Electrical Department, South Bend, Indiana; 1st Vice President Adin W. Chase, city electrician, Niagara Falls, New York; 2nd Vice President Ray J. Myers, superintendent signal systems, Akron, Ohio; 3rd Vice President F. O. Goodwin, city electrician, Newport News, Virginia; Treasurer Charles S. Downs, city electrician, Altoona, Pennsylvania; Secretary Irving Shulsinger, New York City.

Objects of the Association

The objects of the association are "To unite the various sections whose members are interested in the art and problems connected with the engineering, construction and maintenance of municipal electrical signal systems, including fire alarm, police and traffic signals, radio communication systems, and to cooperate in the formulation of standards for the safe installation and most efficient operation of such systems.

"To promote the uniform understanding of, and operations with those materials; to



IRVIN SHULSINGER,
Secretary, International Municipal Signal Association.



WILLIAM F. QUALLS,
President, International Municipal Signal Association.

collect and disseminate information on these subjects for the benefit of its members and the industry.

"To cooperate with other organizations whose objectives also promote the objectives of the association.

"To promote closer technical cooperation between all members of the industry, with the view of improving the efficiency of municipal signal service and working conditions; also to promote free and open consideration of all engineering matters brought before its members."

The different I.M.S.A. sections hold meetings at regular intervals throughout the year. At these meetings papers on subjects relating to the work are read and discussed and there is a general interchange of technical information. These meetings also tend to unite the members, to bring them together in a spirit of friendship and mutual helpfulness and to create further interest in and loyalty to the association, its work and objectives.

The Annual Meeting

An annual meeting or convention is held each year, usually in late September or early October. This year's annual meeting, the 52nd, will be at Grand Rapids, Michigan, September 29-30, October 1-2, 1947. Attendance at I.M.S.A. conventions is most important to all men in this field because of the excellence of the technical program presented. The association carries on its work through many important committees. Some of these committees are: Signal Systems Materials Committee, Signal Operating Methods Committee, Radio Committee, Signal Systems and Thermostats Committee, NFPA Committee, Street Lighting Committee, National Fire Waste Council Committee, American Standards Association Committee.

The association, through its Signal Systems Materials Committee, issues a book of "Specifications and Operating Standards." (Continued on page 418)



He Knows the Score!

OUR economic efficiency as a nation depends upon our productivity. Our national productivity is particularly important at this time because the economy is entering a period of critical readjustment of prices and costs. Fortunately for sound policy, virtually all serious discussions of costs have been in terms of productivity rather than in terms of wages.

All parties to production and distribution—labor as greatly as any—have a stake in rising productivity. For rising productivity is the source of our economic progress and increasing wellbeing. Workers increasingly realize that high wages are made possible and continuation of their rising trend can be insured only by the high and increasing productive efficiency of our economy; businessmen increasingly realize that the answer to shrinking profits lies not in wage cutting, but in the increase of productivity.

Measure of Efficiency

Productivity is simply the measure of how efficiently we Americans are combining our labor, our equipment, and all our other resources in the business of production and distribution. Not only improved personal efficiency of workers, but better management, better relations between labor and management, better machines, better organization and methods, better information and broader research, better transportation and communication, and many other factors contribute to the increase of productivity.

At the very heart of the matter, moreover, as our wartime experience demonstrated, lie human attitudes. Machines have a standard efficiency, but the efficiency of the human beings using those machines, whether managers or workmen, is powerfully affected by the goal they have before them. We must seek to make the peacetime goals of our economy as real, as important, as morally compelling as were its wartime goals.

America Forges Ahead

For many years the American economy has forged steadily ahead in productivity at a pace outstripping that achieved anywhere else on earth. Over the past 50

PRODUCTION *Depends* *Greatly on Morale*

Statement on costs by labor committee of National Planning Association is striking analysis

years this progress has averaged, in manufacturing, about three percent a year. During the war this rise was obscured by many factors which seriously affected the statistical measurements. There is recent evidence, however, that a strong upturn in productivity is now under way, one which may well equal or even exceed the striking increase which followed the first war. It is not too well known that, starting in 1920, the second year after the end of hostilities, productivity in manufacturing increased 10 percent a year for three successive years.

Our concern today must be to reinforce the current rise and to carry it forward. Government can provide effective aid through policies that head off depression and give business and labor freedom from fear of bankruptcy and unemployment—freedom therefore from constraint to protect markets and jobs by restrictive practices. Labor can make effective contributions—as our experience in the war demonstrated—if the setting is provided and management genuinely seeks labor's participation. But it is management that must lead the way in achieving increased productivity. This is indeed management's job; questions of efficiency lie at the very core of managing a business.

Even though the initiative lies with management, labor's contribution to increased efficiency can be extremely significant. But unless labor's cooperation is actively enlisted, maximum progress cannot be hoped for. Let management set the stage, explain the goals, and cooperate with labor to insure that the rules are fair ones, and the way will be open for management to receive powerful labor support and follow-through.

Apply the War Lessons

The ending of hostilities ushered in a period during which attention was focused primarily on the problems of reconverting our resources to peacetime production. With reconversion now behind us, both management and labor can serve the general welfare and their own best interests by considering how to go about applying the lessons of war production to the problem of increasing our peacetime productivity.

Wherever unions find it possible to take the initiative in making operations more productive—and where past experience indicates that management will welcome such initiative—we urge that they do so. As indicated, however, we are convinced that the first step must in general come from management.

We urge managements everywhere in American industry to invite the unions they

deal with to sit down with them and explore how to eliminate inefficiency in production and distribution. We are confident that such invitations, issued in good faith, will evoke a surprisingly satisfactory response from the unions. Our confidence, we may add, is not based on theory, but is rooted in concrete examples of successful teamwork between management and unions.

No Pot and Kettle Tactics

There are, as everyone knows, many types of restrictions on production. Some of these have been highlighted by official inquiries. Others, particularly those on the part of labor, have become bywords by reason of widespread publicity given them. It is easy for pot and kettle to call each other black. Management and labor must, however, work together to remove the soot wherever it may be found.

We have called for teamwork between management and labor in improving operations generally. We especially stress the need for such teamwork in overcoming restrictive practices. Teamwork is needed because the restrictive practices of management and of labor so frequently go in pairs. In some cases, the insecurity of markets has led management to restrict output and this in turn has forced workers to adopt restrictions designed to protect their jobs. In other cases workers may have been more prompt than management to recognize the threat of insecurity and management's practices may have followed rather than preceded labor's.

We stress insecurity of markets and jobs because we are convinced that this is the root cause of restrictive practices. It follows that, to the extent this insecurity is the result of the swings of the business cycle, a complete solution must include effective policies, public as well as private, to insure a sustained high level of production and employment.

Training Aids Productivity

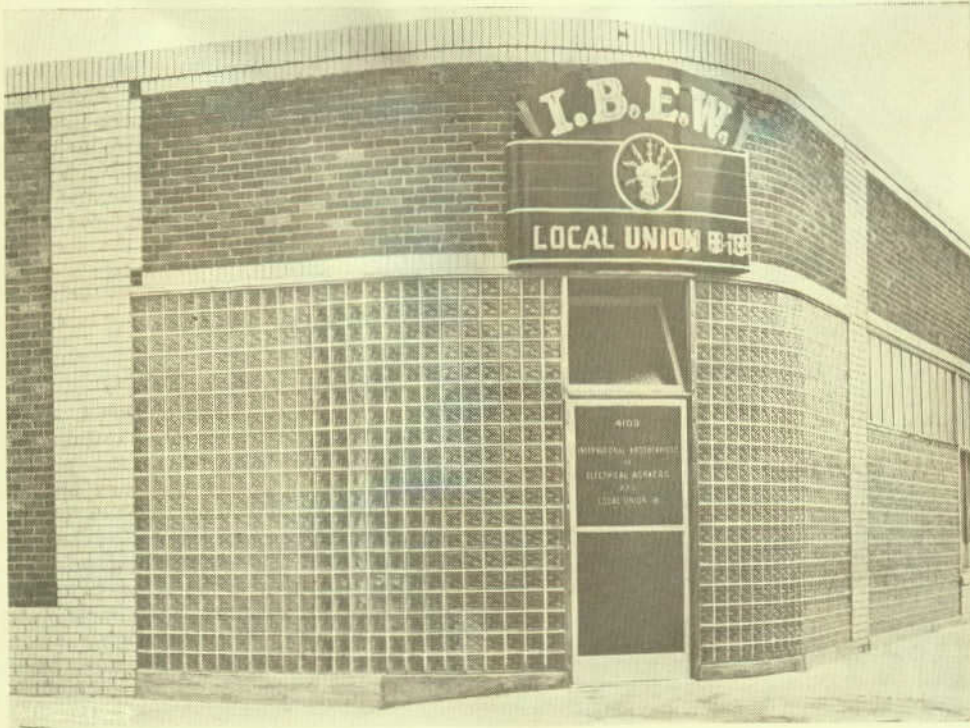
The terms on which management and labor should cooperate in raising productivity will of course vary from industry to industry and from plant to plant. How far the labor-management production committees of the war period should be reestablished, and with what modifications, must be determined individually. The same holds for the reinstitution of the training programs, which also were so unfortunately abandoned when hostilities ended. Training can always increase productivity, but today, when happily there is no supply of idle manpower to draw upon to expand total output, it is of especial importance.

There are, however, two general principles that must be recognized in any campaign for increased productivity:

- (1) The first of these is that workers must have assurance that the cards

(Continued on page 419)

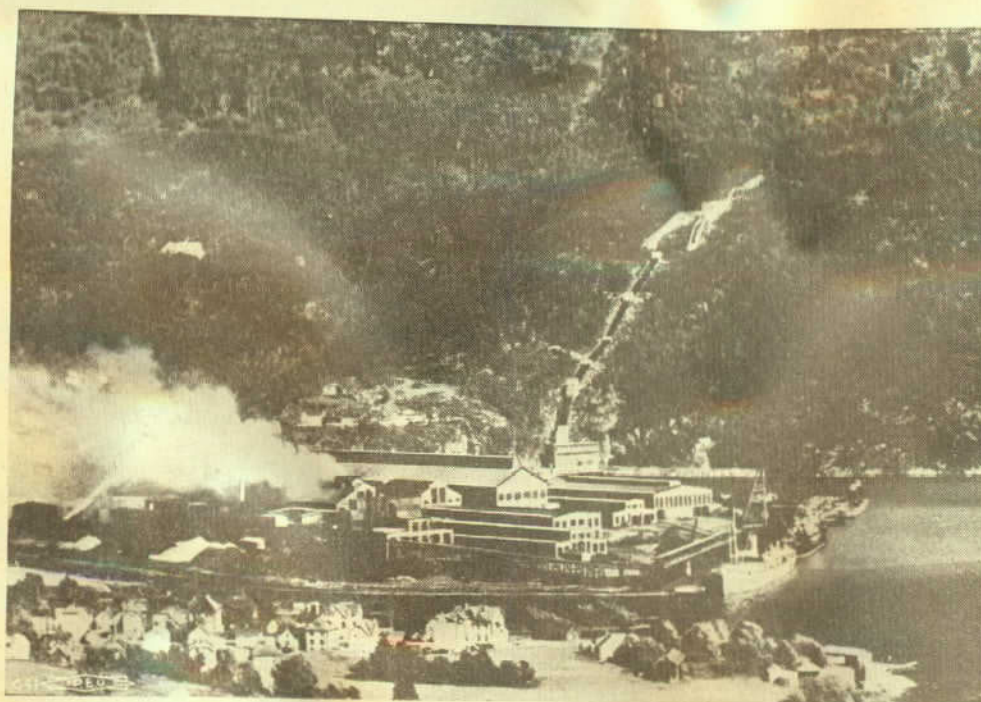
Another Fine Local Union Office Building



The Los Angeles home of L. U. No. 18 has 150 feet frontage on Second Street and 60 feet on Hobart. Plenty of good parking space is available.

The main office, as is every other room, is modern in style and equipment. There is a conference room and meeting hall. Union officers, according to Business Manager E. P. Taylor, expect to add a kitchen to this fine office building. The finances are in good shape.





SAUDA CHEMICAL PLANT NEAR STAVANGER

Norwegian Official Photo

Little Norway Rich in WATER POWER

PHOTOGENIC Norway is not only a tourist's and sportsman's paradise, but it is also the possessor of more potential hydropower than any other European country. Full development, calculated at 75 percent efficiency, would yield annually 80 billion k.w.h. and permit an installed generating capacity of 9.2 million k.w. In the United States in 1945, the hydropower production was 79.9 billion k.w.h. from an installed capacity of 14.9 million k.w.

This large supply of water power indicates that Norway is a mountainous country, recipient of abundant rain and full of spectacular falls. As a matter of fact, most of the land is elevated high above sea level and from many water-side villages—the characteristic settlement of the country—only a short way in the distance may be seen snow-capped mountains.

Differences in Water Resources

There are several regional differences with regard to water resources. In the southeastern, or Oslo area, where extensive development has taken place, installations are on streams flowing toward the south and east from the Hardanger plateau and the central mountain range. In an approximately 100-mile radius, about 50 power plants are located with a generating capacity of more than 1,000,000 k.w. producing 670,000 k.w. at present minimum flow. One of the most important of these power stations is located at Rjukan, some 75 air miles west of Oslo. This means that in a relatively small area 45 percent of the total developed water power supplies about 40 percent of the country's population of three million.

Along the western coast of the country,

A nation no bigger than Chicago in population possesses resources about equal to whole of United States

facing the Norwegian Sea are the dozens of long and often complicated fjords which contribute to Norway's peculiar beauty and provide convenient arteries of communication both with the rest of the world, and for the native people of this long and otherwise barrier-bound land.

Many of the important power plants are located at the heads of fjords where the shorter streams fall from lofty heights into these fingers of the sea. At Sauda, Odda, Bjølvo, Mosjøen and Alta, power plants supply current to metallurgical works refining aluminum and manufacturing it into products, and to others making ferro-alloys and refining sulphur pyrites, as well as to electro-chemical factories which produce chemical fertilizers, nitrogen and other chemical products of international importance.

Great Growth Since 1905

It was not until 1905 when electro-chemical and electro-thermic processes began to be developed that Norwegian water power was rapidly brought under control. From that time till 1927 the electrical capacity grew by leaps and bounds. Norway's fishing, farming and forestry population was expanded to include industrial workers.

Although the towns and cities expanded as a result of the introduction of factories, they did not become real metropolises such as are characteristic of other industrial countries. Oslo, the capital, with 258,000 and Bergen, the second largest city, with

91,000 are exceptional for the country as a whole. Instead, the utilization of water power tended to keep the industry decentralized and the population scattered for it allowed factories to be located in the older settlements beside the sources of energy. Expensive transmission lines were largely unnecessary, and easy access to the sea at ice-free ports was another encouragement to investors to build their plants all along the western coast from one end of the country to the other.

Besides stimulating the exploitation of domestic minerals (of which there are many, including iron ore), and the importation from other countries of unrefined ores, hydroelectricity has made possible a prosperous wood-pulp industry, textile factories, plants processing food, and other general industries suited to the country. Use of electricity in the homes has been extended to 80 percent of the population for lighting, farm machinery, cooking and heating.

Private Development Chiefly

The development of hydropower has been for the most part by private capital. The water resources belonged to the persons through whose property they ran and the rights have usually been sold to private companies. However, legislation has restricted the sale and eventual ownership of the installations, and the state now owns one fourth of the country's available water supply. Transfer of water rights among private individuals requires government sanction, and ownership of water facilities is restricted to 50 or 60 years, after which time all rights and improvements are surrendered to the state.

By 1936 there were 1477 hydropower plants in Norway, but their capacities were for the most part under 100 k.w. Nine and a half percent had capacity of more than 1,000 k.w. and 2.2 percent of more than 10,000 k.w. In the final analysis 2.2 percent of the plants represent 73 percent of Norway's total hydropower development.

Advance In Research

We may expect the importance of electricity to increase with each year since chemical and metallurgical research has been advanced continuously. Norway has a factory manufacturing heavy water used in atomic experiments, and it was interest in the strategic mineral and chemical supplies manufactured in Norway, as well as a desire to cripple the Norwegian merchant marine, which encouraged the Nazis to invade on April 9, 1940.

Other industries of older date and of vital importance to the country are those connected with the sea and forests. Norway does a huge fishing business, exporting fish and fish products in many forms. Somewhat allied to this is the whaling industry in which Norway leads the world.

The Fishing Industry

The eminence of Norway in the fishing business is a result of her favorable climate. Although its latitude corresponds to Alaska, Norway's excellent harbors as we have indicated, are nearly all ice-free the year around. The gulf stream and warm southwesterly winds make the winters milder than those of any other area located so far north. It is in the winter and spring that the herring and cod come in great schools

to the waters off the Lofoten Islands and farther south to spawn. Norway's fisheries are the richest anywhere and many other sea products including lobsters and eels make important contributions to the national income, but the herring and cod compose the greater part of the average catch of 1.1 million tons of fish, worth before the war about \$20 million.

Whaling

The whaling industry, which has declined in importance since the wide-spread use of kerosene and the development of other oils and fats, still is one which employs 10,000 persons and almost 100 whalers. Modern devices for catching and processing the whales have so facilitated the exploitation of the business that the supply has not only been seriously endangered, but the market price of the oil has also been subject to sharp decline, so that those engaged in the pursuit before the war entered into a cartel to restrict the catch and otherwise regulate it. In recent years, hunting whales has been mainly confined to the Antarctic regions.

Norway's dependence on the sea is further demonstrated by her famous merchant marine. It is the third largest in the world and has served to balance otherwise uneven export-import figures. Norwegian ships are both freight carriers and fast passenger craft. Before the war, more emphasis was being placed on the passenger motor-driven ships than on increased tramp tonnage. Even though Norway has a ship-building industry of its own, the largest import item is ships, most of which come from Sweden.

Norwegians Are Seafarers

The Norwegians have a long and colorful history as seafarers and it is with justifiable pride that they recall their ancient role as explorers and colonizers. Although they were dreaded by other nations as plunderers and savage warriors, they also contributed to the ascendancy of a respect for law, and they proclaimed everywhere their adherence to democratic precepts. These ancient characteristics of the Norwegians have only been modified in their destructive aspects, from which they have turned to the promotion of international cooperation and peaceful negotiation.

Two-thirds of the Norwegian population is classed as rural, and 840,000 are listed as being employed at agriculture and forestry. Twenty-one percent of the land is forested, but only 3 percent is under cultivation. Farms average about 8.5 acres, and the land is owned for the most part by the farmers. The main crops are grain—oats, barley, wheat and rye—but less than half enough is grown to feed the population and livestock. The government has a monopoly on buying and selling grain, for it was concluded that in this way the domestic price could be held high enough to encourage a maximum cultivation, strengthening Norway's independence. Enough potatoes, meat and dairy products are produced to supply the domestic needs, and of course the yield of the sea contributes substantially to the Norwegian board. Fruits such as apples, cherries, pears and others ripen in Norway, but more acreage is devoted to growing hay than to any other one crop. This evinces the paramount position of cattle in Norwegian farming.

Paper—Biggest Export

Paper and pulp manufactures are Norway's largest exports, worth around \$40

million in an average year. For a long time, lumber was the leading forestry product but the increased use of paper in all forms has heightened the importance of such vast stands of pine as are found in the Scandinavian peninsula.

It is not practical to discuss in detail Norway's industries, nor to try to mention all of them. Although Norway does not have so complicated and diverse an economy as one finds in some other European countries, and in the United States, still we cannot hope to understand at once all of the important forces working within so large an area.

Communication by rail and air has not been extensively developed. Oslo and Bergen, on opposite sides of the country in the south, are connected by rail and the important Trondheim fjord region is served from Sweden and also Oslo. A few other lines in the south and two routes from Oslo leading into Sweden fairly complete Norway's railway system. There are, however, literally hundreds of thousands of boats of all descriptions in Norwegian waters and they are the chief carriers of materials and persons.

Norway's Customers

Great Britain, Germany and the United States have been Norway's best customers, and imports of machinery, electrical and otherwise, coal, woolen cloth and fish oils are obtained largely from Germany and Great Britain. The United States does not export to Norway the greatest amount of any leading import item.

As interesting as the economy of the country is, we would be remiss to neglect the social side of the Norwegian nation. The kingdom has been attached in past years both to Denmark and to Sweden. Only in 1905 did it finally gain complete independence and elect its own king, the former Prince Carl of Denmark, called Haakon VII. The government is an hereditary monarchy and the royal family appears to be popular among the people. The legislature, called Storting, is elected by universal suffrage and a supreme court is appointed.

Self-Government in Norway

The adherence of the people to self government is everywhere evident in their history and lives. Unlike some other nations which also have accorded to the central government considerable authority in social measures, the Norwegians have not subjected themselves to an oppressive bureaucracy nor have they relaxed their self-reliance and industry. Two Norwegian quotations pertaining to the people may help to explain this:

"What pioneer and frontier life was to Americans, the daily struggle for existence through innumerable generations has been to the Norwegians," and "The Norwegian working class does not intend to copy the expressions of other lands under new social forms. One must seek to modify that which is to be accomplished according to local conditions."

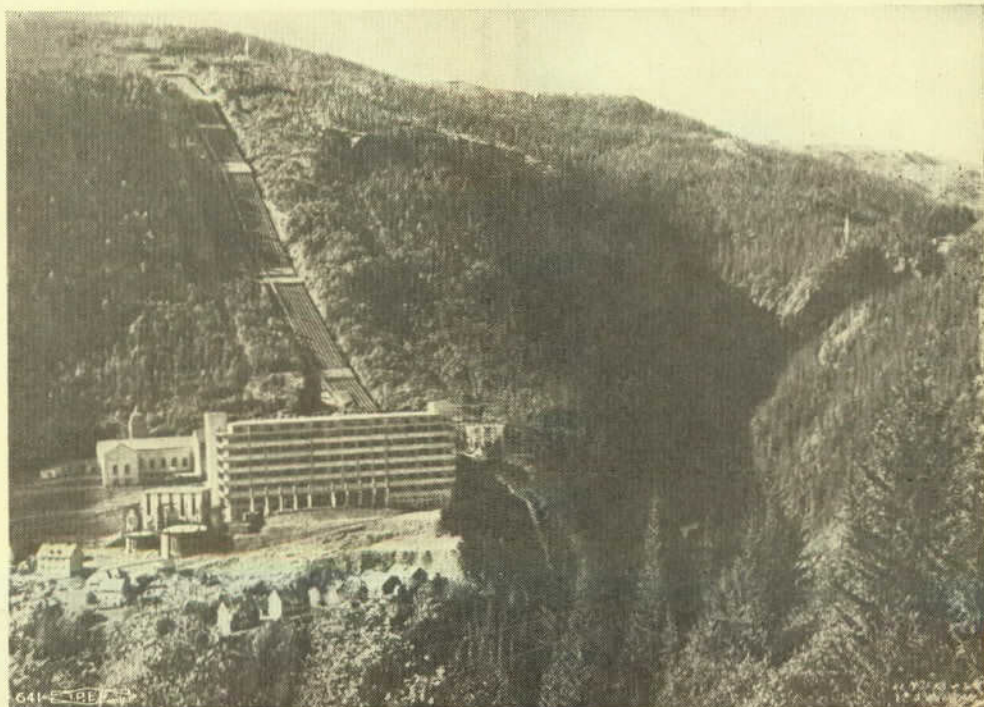
Here are evidenced the requisites for successful cooperation, i.e., need and intelligence. The Norwegians have survived with stability as a result of working together and taking enough social responsibility to see that their institutions functioned as they were designed to function.

In the fishing industry, wages and profits are determined by a proportional distribution of the catch; in marketing fish products, dairy, and other food items, cooperatives have been widely set up; and in farming, purchasing of machinery, seeds and fodder is carried out through cooperatives. Even cooperative factories have been established.

Municipal government serves an important part in developing a democratic and participating citizenry. Power stations, cinemas, baths, street cars, and gas works are usually municipally owned and controlled, and education is the chief responsibility of the municipal government.

Social Security

The central government also has passed a number of bills on social security measures (Continued on page 416)



RJUKAN HYDRO-ELECTRIC PLANT, TELEMAR

Norwegian Official Photo

Famed Eaton Statement Demands Extra Printing

University of Chicago Law
Review put back on press
for large edition

IN April 1947 the *University of Chicago Law Review* published a symposium on "Labor Relations and Labor Law." In this symposium Banker Cyrus S. Eaton made his famed pronouncements against blind labor policies of American capitalists. Such demand for this number of the *Law Review* from all over the world made necessary a complete reprinting of the April number to meet the demand. Here is a review of this number.

When a capitalist comes to the defense of labor in these troubled times, that's news. Particularly when the capitalist has the financial stature of Cyrus Eaton, Cleveland industrialist and banker with broad interests in the iron ore, steel, coal and railroad industries; also director of the Chesapeake and Ohio Railway and the Sherwin-Williams Company, and trustee of the University of Chicago.

Mr. Eaton was one of eight contributors to a symposium on "Labor Relations and Labor Law" in the April 1947 issue of the *University of Chicago Law Review*. In his article, "A Capitalist Looks at Labor," the famous Cleveland financier pulls no punches in his criticism of the bungling labor relations techniques currently used by big business. He expresses his conviction that there is "only one real threat to the capitalistic system in America today" and that is "the cleavage between capital and labor." And he blames the capitalists much more than labor for the existence of this cleavage.

Do Capitalists Want Collapse?

"The casualness with which we capitalists seem willing—nay, even eager—to invite

the collapse of our economic system in almost every industrial dispute for the sole purpose of thwarting labor is utterly incomprehensible," says Mr. Eaton. "Labor not only produces the goods and consumes a large part of them; labor also has the votes. In a democracy like ours, where the majority rules, therefore, capitalism cannot survive without the support of labor."

Enlarging on this theme of majority rule, Mr. Eaton goes on to predict that labor will close its ranks and eventually achieve solidarity. "I also believe we may ultimately see a strong alliance between labor and the farmer, accompanied by a tremendous expansion of the manufacturing and selling cooperatives . . . and when this happens, the continued existence of capitalism will be completely at the mercy of an estranged 95 percent of the electorate. Immediate and radical changes in our attitude toward labor and our methods of dealing with labor are imperative if capitalism expects to survive."

Mr. Eaton Suggests

Some of the changes suggested by Mr. Eaton are:

1. "Begin by muzzling such organizations as the National Association of Manufacturers, and by recognizing, and sincerely regretting, that there is bad feeling on both sides."

2. "Full and ungrudging acceptance of labor as human beings and as our partners who do the work."

3. "Put an end to the anti-labor propaganda in the capitalist press and on the radio. Freedom of the press becomes a downright menace to society when misused in this manner."

4. Stop running to Washington "like cry-babies" for help in suppressing labor. "One of our peculiar national traits is a pathetic eagerness to believe that passage of a law will solve any problems we have. Let no business man be naive enough to believe, however, that restrictive legislation will be any more effective in bringing about industrial harmony than the Volstead Act was in discouraging drinking."

5. Deal directly with labor. "The mine owners, for instance, would find John L. Lewis the most constructive man in the coal industry if they would sit down and exchange ideas with him, instead of persistently refusing to let him play a more constructive role lest his influence increase."

Mr. Eaton also points out that there are many able men in the group of labor leaders and suggests that "we capitalists are overlooking a great reservoir of talent by not inviting these onto the boards of directors of our corporations and the boards of trustees of our universities and other public institutions."

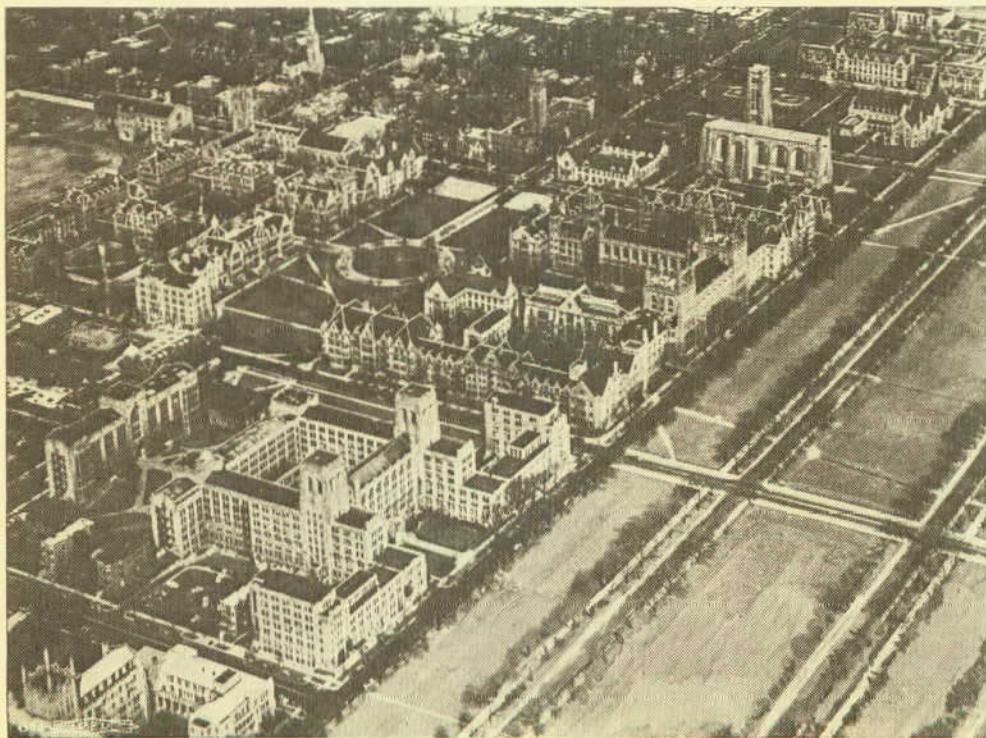
The idea of a partnership between labor and capital working together under the capitalistic system is not original with Mr. Eaton, but the fact that a man of his caliber in the business community comes out with such a strong endorsement of the idea should swing a lot of weight, and win support for his suggestions.

A Senator Speaks

Senator Wayne Morse, from Oregon, looking at labor-management problems from the legislator's viewpoint in "A Realistic Approach to Labor Legislation" extracts some of his remarks before the Senate on March 10, 1947. His ideas coincide with Mr. Eaton's in many respects. The Senator pays tribute to the major objective of the American labor movement—higher wages—when he says, "The standard of living of all Americans has benefited greatly from the economic campaign which organized labor has waged over the years for better wages, hours, and working conditions. And I know of no group in our country which has benefited more from organized labor's endeavors to raise the standard of living of the workers of the country than the American employers, businessmen, and industrialists themselves."

In opposing the punitive legislation being introduced in Congress, Senator Morse said that "unfair restrictive labor legislation will always cause more labor trouble than it will ever be successful in preventing. It is bad legislative policy and . . . not in the interest of government to pass legislation which is going to be opposed by such a large number of people that its enforcement becomes next to impossible."

The Senator thinks there is a need for certain "corrective legislation" to require labor to advance its legitimate interests within a framework of law approved by the people as a whole. He feels that such reasonable "legal restrictions" as he proposes



CHICAGO UNIVERSITY

(Continued on page 418)

Atlanta Has Apprentice Program

Southern city has sound program.
America swinging into stride on
training of craftsmen

ELEVEN Atlanta war veterans who have successfully completed four years of apprenticeship training in the electrical industry—both on the job and in the classroom—this week were awarded certificates qualifying them as skilled journeymen electricians in ceremonies at the Labor Temple.

Program Jointly Sponsored

The program was sponsored by the Joint Apprenticeship Committee for the electrical industry of greater Atlanta. This committee, which set up and maintains the Atlanta programs for electrician apprentices, is composed of an equal number of electrical contractors, all firm members of the Atlanta Chapters, National Electrical Contractors Association, and representatives of Local 613, International Brotherhood of Electrical Workers.

F. H. Rayfield, Atlanta manufacturer and a member of the Federal Committee on Apprenticeship which spearheads the nation-wide training program, presented certificates to the following: William H. Miller, James A. Cook, Franklin S. Parham, Jr., Weyman J. Adams, Jr., W. S. Adams, Donald Barfield, Jr., Charles C. Leach, Jr., Anon C. Roberts, Mack W. Welch, Hollis V. Collier and Thomas H. Blackwell.

Need Is Great

"Atlanta has been lagging in general interest in the need for more and higher skilled craftsmen," Mr. Rayfield told the young graduates and more than 100 members of Local 613, "but I am very encouraged to see that we are beginning to blossom out in the training of apprentices, particularly in the construction trades. The electrical industry seems to be out in front all over the nation, pointing the way for others to follow."

Apprentices Are Producers

"Skilled craftsmen are scarce now, therefore our entire economy suffers," Mr. Rayfield said. "Congress, recognizing this fact, has put large sums of money into the Apprentice Training Program. These and future apprentices will soon help alleviate the skilled labor shortage. While the usual term of apprenticeship is four years, an apprentice actually becomes a producer soon after he goes on a job."

Other speakers were L. A. Chambers and Fred Stiles of the vocational training service, Veterans Administration, and W. Ernest Spain, field Representative of the Apprentice Training Service, U. S. Department of Labor.

R. W. Allison of J. W. Brooks Electric Company is chairman of the Atlanta Ap-
(Continued on page 418)



CLASS OF APPRENTICES IS GIVEN RECOGNITION IN ATLANTA

Community Program In Nation's Capital

The *Washington Star* reports on L.U. No. 26's apprenticeship program as follows:

A new step to focus attention on the problem of providing a balanced labor supply for the expanding construction program in the Washington area was taken this week by labor and industry representatives.

New Committee Formed

Faced with the possibility of a labor bottleneck in certain crafts, the Washington Building Congress took the lead in the move to prevent labor shortages from hampering building projects.

The new effort to lend support to the District Apprenticeship Council's training program will be directed by a 36-man group to be known as the Washington Construction Apprenticeship Committee. The committee is composed of industry and labor representatives of the 18 construction crafts in the District area.

A. W. Lee, plastering contractor and president of the Washington Building Congress, was elected committee chairman. Vice-chairman is L. C. Palmer, apprenticeship director for the local Electrical Workers' union.

"Some trades are now doing an excellent job of training apprentices," said Mr. Lee, "while others are lagging behind."

"Our first job will be to get a clear picture of the training needs of the construction industry as a whole."

Results of Shortage

"We believe that an organization like this, to deal exclusively with the training problems of the construction industry, will be

very helpful, for a shortage of mechanics in any one trade has a tendency to slow up an entire job and to increase costs disproportionately by requiring overtime payments and by causing expensive delays."

Overall Program Set

Efforts of the committee, it is understood, will be in line with the overall apprenticeship program in the District sponsored by the District Apprenticeship Council. This council, appointed by the District Commissioners, supervises the Labor Department's standard program here.

Under that program, joint labor-industry committees have been formed to set up and operate apprenticeship training plans. Of the 600 apprentices now registered under that program, 400 are in the construction trades.

Referring to the building congress move, Gino J. Simi, District apprenticeship director, said today:

"This is a step consistent with the District Apprenticeship Council's program and should result in further promoting sound training in the construction trades."

A committee spokesman pointed out that the District public schools are making a large contribution to the program, but that present funds are inadequate.

"If the number of apprentices is to be increased, additional school facilities will be needed," the spokesman said.

At present, the 18 trades are being surveyed by the committee to find out how adequate are present school facilities and equipment.

(Continued on page 416)

How Dictatorial Is British LABOR Government?

By HERBERT TRACEY, Labor News Service

THE clear indication of Britain's Trades Union Congress that it would not allow itself to be tied to government dictation on the question of wages has been confirmed by Mr. George Isaacs, minister of labor. Mr. George Isaacs, himself an old trade unionist, sees clearly the dangers of allowing any government, even a Labor government, to get involved with a wage-fixing policy. He drew the attention of the House of Commons recently to the "positive danger that once we get a government fixing wages our general elections may be fought on the plea 'Vote for me and I will get you 10s. off'." It has been clearly demonstrated more often than not that the wage-fixing policy adopted by governments in other countries has had a detrimental effect generally on the conditions of the work-people and of production.

But there is a closer correspondence in the policy of the Trades Union Congress and of the government, however, than is apparent at first sight. Take, for instance, the question of hours.

Shorter Hours

It has often been said that one of the greatest advantages the workers gained from World War I was a shorter working week. In 1919 and 1920, 6,872,000 work-people had their hours reduced by six a week, and a 48-hour working week was generally established in industry. During World War II the Trades Union Congress and its affiliated organizations agreed that the working week should be reduced to 40 hours as soon as practicable, and that by voluntary negotiation they should endeavor to establish this objective in two stages.

The agreements the unions have completed have been for hours varying between 44, 45 and some 42½, but in the main they have also included the establishment of a five-day week.

Mr. Isaacs gave some striking figures about the movement towards a 44-hour week, which prove conclusively that so far the unions have been successful in their efforts. Since August 1945 roughly 5,500,000 workers, he said, have had their hours reduced on an average by about three a week. The general average in industry now is a working week of 44 hours.

This general reduction in hours had not meant a comparable reduction in production. Between World Wars I and II new processes, new machinery and new methods of production had been introduced which caused a tremendous increase of production per man.

Machines, however, brought a greater strain, and called for a greater effort on the part of the individual to keep pace with them. Although labor-saving devices were sometimes installed, tending to make the work physically lighter, it still meant that the job demanded constant attention, so that what had been gained in physical

British unions refuse to enter into price-fixing arrangements with labor government

relief was expended in mental strain and concentration.

Women Workers

Mr. Isaacs gave wholehearted approval to the working of a five-day week. He stated the case of a firm of motor manufacturers who had reduced their working week to five days of 44 hours, without a comparable reduction in output. Production certainly had gone down a little in the first week, but gradually it was picking up. The minister added that under this system the firm saved the cost and time taken in starting and stopping machines, and it also gave them the opportunity of carrying on its maintenance and repair work on Saturday mornings at normal rates. Another advantage had been that factories requiring women workers had found one of the greatest attractions was the offer of work in a factory working a five-day week.

In places like London and Birmingham, where people travelled long distances to work, there was a definite advantage in the dropping of Saturday morning work.

The minister, therefore, has underlined the view the Trades Union Congress has taken all along on this question of policy. It is also being recognized in the courts of inquiry which are being set up from time to time by the Minister of Labor to investigate conditions and employment in various industries.

The latest court of inquiry has investigated the application by the trades unions representing the employees in the railway companies for an improvement in wages and reductions in hours of work.

The court has come to the conclusion that the hours of work in railway employment should be 44 a week, and 42 hours for the clerical grades, without loss of pay in both cases. The court took into consideration that there is at present a measure before Parliament for nationalizing the railway service and coordinating the whole of the transport industry.

Target for Coal

The mining industry is, of course, the only one that has been nationalized so far in Britain. But it has proved that nationalization has brought a brighter outlook for the miner, with the establishment of a five-day week, and the realization that production is for the nation and not for the profit of a few individuals. The mines became public property in January 1947, since when the average output certainly has not fallen below the average output in 1946. In fact, when Mr. Morrison gave his usual conference on the economic situation re-



Premier Clement R. Attlee, Great Britain

cently, he said that Britain had been able to add another million tons of coal to its stocks in a fortnight, and with another 17 weeks to go, there remained 5,500,000 tons to get to reach the target level at which we hoped to enter the next winter. This target will be reached easily if the miners keep up their present production, and there is no doubt that they will, because the establishment of the five-day week in the mining industry has worked in the way the trade union movement always has believed it would.

ENGINEERS AND LABOR

The *International Labour Review*, official organ of the International Labour Office, has an interesting article in its June issue called "The Social and Economic Role of Engineers and Technicians." This article points out that technology is playing an increasing part in the lives of all workers. The article goes on to say that all nations are concerned with "how technological development may be directed in such a way as to ensure the achievement of desirable social ends—above all, how to combat technological unemployment and attain full employment."

The article also says:

"In the countries which have not directly suffered from the destruction of war, there is also a growing awareness that deliberate action must be taken against the hazards of the industrial system (such as technological unemployment; underpayment, job insecurity and the drabness of life of the worker; uneven use of resources and uneven economic development which leads to 'scarcity in the midst of plenty, or potential plenty'; etc. . . .

The article goes on to point out that there is increasing emphasis on research in many countries and that workers are growing more interested in research and in engineering.

Will Labor Have FREEDOM Under Control?

EDWARD PHELAN, director-general of the International Labor Organization, issued in May of this year a survey of the economic, social and international situations as they have appeared to him since his last report in September 1946.

This publication is a factual record of the trends abroad on the surface of the earth which have come to the attention of a truly international servant. In his long service with the International Labor Organization he has developed a cosmopolitan outlook—an attitude of mind which is the hope of the world. What does Mr. Phelan have to say to us from his vantage point?

Optimistic Note

His most important message is one of optimism. We are not exhorted to be cheerful in the face of tragedy but from the tone of his reporting we are reassured that the man who works for progress and looks for progress is a happier and more useful one than he who dwells on the discouraging manifestations of human beings in society.

Although this quality of the report is virtuous, it is almost needless to say that it is also a necessity. As an international diplomat and representative, Mr. Phelan cannot align himself with any nation or group of nations while he criticizes another or forebodes ill for us all. He cannot even exercise the democratically recognized rights of an individual to express his opinion while he speaks for the I.L.O. For this reason, although he presents an "economic background" and comments on "trends in social policy" we will look in vain for an interpretation which would clarify the legislative actions of the individual nations and some of their international activities.

Warning Note

One warning from Mr. Phelan is that in our concern over the attempts to make the peace agreements we must not lose sight of the fact that they, when finally arrived at, will only form the basis for the real work of economic and social restoration. The work of building a healthy nation is quite naturally the chief concern of the people of war-shocked areas. This by no means detracts from the importance of the agreements but it does gently remind us that we cannot relax when the settlements are made if we do not want to find later that we have made them uselessly.

A real danger lies here, as it lay in our postwar inclinations. Many of our gravest troubles are a result of failure to plan for postwar problems, and refusal to shoulder with determination to succeed in dispatching them, the responsibilities which our participation in the war bestowed upon us.

Similarly, if we do not continue to exercise conscientiously our authority and influence in the international organizations which will help to build a world of peace, security and abundance, we cannot hope that those organizations will function successfully nor can we hope that peace will be ours.

Mr. Phelan remarks that one of the most

Director-General of I. L. O. discusses economic and labor problems of the world

important aspects of the approval by the United Nations General Assembly in December 1946 of the International Labor Organization draft agreement of affiliation, was a "formal recognition that their efforts in their different spheres are all coherent parts of one general effort towards the achievement of an organized international order of which peace, prosperity and social justice are the indivisible foundation." To this he adds that the weakness of the I.L.O. has been "the absence of any corresponding international body competent to make, in the economic sphere, those international decisions which were the indispensable foundation or counterpart of the social measures which the International Labor Organization might elaborate."

Empower the U. N. O.

The U.N.O. will be that international body, if we as individual nations are willing to make it so.

In his economic background Mr. Phelan takes note first of the supplies of major food-stuffs entering world trade and shows how the world at large this year will be little better off than last year. On the score of full employment, the outlook is better, for most of the allied and neutral countries are short of labor, although that in itself poses a grave problem. The former Axis countries, on the other hand, and large parts

of Asia are suffering from unemployment due to complete industrial devastation, the victors' haggling over the war spoils, and the inability to demobilize in an orderly way from their armies the agricultural workers in the Eastern countries.

The need for greater flexibility in the economies of nations to assure maximum efficiency is recommended as a necessity for full employment, and Mr. Phelan warns against government support of declining industries at the expense of more economically justifiable ones. This would seem to take cognizance of the fact that increased governmental participation will be a characteristic of national economies throughout the world. It is a hint to us in our still comparatively "free" economy that we must accustom ourselves to a largely altered pattern of thinking abroad. We need not of necessity accept it ourselves but at the same time we cannot ignore it nor fail to take it into consideration when we plan with and deal with foreign nations. This is not a reference to communism nor Soviet dominated countries, but to a socialistic trend to which we feel opposed and from which we wish to escape.

Dangers of Inflation

The report cautions against the inflationary pressures in a full employment policy which in the long run through "weakening the incentives to efficiency and stability may outstrip the economic facts and defeat its own ends."

Here we realize that research projects must precede plans for full employment and that experimentation must be liberally undertaken. Along this line we can hope that the greatest possible use will be made of the private national and international, professional and socio-economic organizations which already have formulated principles and plans which will touch on the problems within the scope of the Economic and Security Council of the United Nations and the I.L.O. These organizations would include, for instance, such bodies as the National Planning Association, and the American Federation of Labor in the United States. There are counterparts to these in other countries and the best thoughts of all of them should be marshalled and utilized.

It is fortunate, and at the same time natural, that often representatives in the branches of the U.N.O. are themselves participants in the welfare organizations referred to above and that consequently a free exchange of experience and material will be facilitated.

Hardship In Europe

The hardship that Europe will suffer for lack of food now that UNRRA aid is withdrawn is pointed out, as well as the desperate need for a recovery of the coal industry to allow substantial gains in productivity throughout all of Europe. Coal has been shipped abroad in large quantities by the United States—an uneconomic and unusual practice which must not continue.

Other needs, such as those for skilled labor and foreign exchange are discussed but not at length and they are so familiar to us that it would not help to repeat them here.

One interesting observation, in the light of the attempts to institute the Marshall plan, is that concerning a report of the



The International Labor Organization began in Geneva, Switzerland.

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Washington, D. C., October, 1947

No. 10

International Standards A new international organization has been successfully launched. It is the International Organization for Standardization. It was created largely at the instance of the United States by representatives of the American Standards Association. American Standards Association is a kind of holding company for all the standardizing groups in the United States. To date, no labor representatives sit on the American Standards Association key committees.

The International Organization for Standardization is modeled, strange to say, on the International Labor Organization. It is entirely a voluntary group, and no standard becomes a fact until it is voluntarily accepted by an adopting country.

Just now the International Labor Organization and the International Organization for Standardization are collaborating.

Industrial Standardization, the official organ of the ASA, says this about the ILO:

"In the promotion of industrial safety for the worker throughout the world, the International Labor Organization has an imposing record. Under preparation at the present time is a proposed 'Model Safety Code for Factories' which is intended to offer recommendations for use in planning the layout, construction, installation, and operation of new factories in all parts of the world, especially in the countries ravaged by the war and in those countries which are developing new industries and factories. It covers all machinery, equipment, processes, and operations used or carried on in factories. The definition 'factories' does not include mines, building and civil engineering construction, railways, road transport and shipping.

"It is expected that the code will be submitted directly to official government representatives at a technical conference on safety provisions for factories which is scheduled to meet early in 1948."

War Changes While fighting the war, the American people were unable to see the sweeping changes taking place in our economic system. The Amer-

ican people have not yet caught up with these changes. For example, they do not know how widely monopoly has spread during this crucial period. An illustration of economic changes is found in the agricultural field. From 1940 to 1946 farm population fell off three million, and yet during that period the abbreviated farm population produced the largest crops ever known in the United States. This was done entirely by mechanization. In cotton farming, there still lies ahead a tremendous dislocation of population. This is to take place in the coming year or two. The mechanical cotton picker is a reality. It is estimated that approximately two million farm laborers will have to find work elsewhere.

Production The National Electrical Contractors Association meeting in San Francisco is considering the problems of production in the building construction industry. This is a sensible course of action. From any point of view, production is the basis for the well being of the country. Until goods are produced there is no necessity nor any reason to quarrel over their distribution. America's power to produce is its greatest source of energy and well being. It has been frequently remarked that America's over-all power to produce is the greatest achievement of this country. It may well be. Production and productivity, however, are fields that have been little explored by the tools of reason and good sense. What seems to be happening now is that economists, labor leaders, engineers and captains of industry are beginning to scan this source of prosperity and trying to see what makes it tick.

Appraising Unions During the last year the American people have had a chance to take a new look at the labor movement. The law and debate in the Congress on the Taft-Hartley Act, and the subsequent discussion in newspapers, have kept the labor question alive. This is probably a good thing because in the last analysis the American people are going to decide what kind of labor laws they want and what kind of labor movement they expect. It is gratifying that up to date the American people in public opinion polls are voting for unions and for collective bargaining. They don't want the union sacked, nor mulcted. They are not deeply impressed with the rules made by corporation lawyers to hamstring unions.

Apprentice Training Up In July there were 103,640 apprentices in the building trades. This is a record high for all times in this particular segment of American industry. There were more than 16,000 apprentices in electrical construction. Just now the

building industry is receiving a good deal of Congressional attention. It is being criticized for its chaotic character, but here is an achievement worthy of respect by men inside and outside the industry. William F. Patterson, director of the Federal Apprentice-Training Service, says:

"Their increasing activity in apprentice training is very gratifying in view of the vital need for skilled workers throughout the industry. It reflects the get-together spirit of contractors and labor in this all-important task, and their alertness to the necessity for expansion of skilled manpower.

"The industry has made remarkable headway during the past year in developing skilled workers. It has still, however, a long way to go before reaching the needed quota of craftsmen. There are hundreds of small towns and communities especially in which contractors are seriously handicapped in their building projects because of the dearth of skilled construction men.

"There are about 2,400 communities with a population of less than 10,000, most of which need building craftsmen, and only a small percentage of them has as yet had the benefit of an adequate apprentice-training program."

Ball's Compliment Senator Ball is not one who can see around a corner. He is a fumbling personality who gets his effects with meat axes rather than with knives. He paid the labor movement an unconscious compliment when he returned to Washington recently. He said that as far as he could see the Taft-Hartley Act was working 100 percent. Strictly speaking, it is not working yet at all. What he said was that the unions were acting with moderation, good sense, and tolerance. He has been unaware all along that there is growing up in the union movement a strong trend toward peaceful adjustment of disputes and the conference method of settling them. This is what Taft, Hartley, Ball, and Ives have interrupted and disrupted.

Union-Management Cooperation Pays An interesting, and possibly unique, instance of union-management collaboration took place during the war at the Toronto factory of Lever Brothers, the soap manufacturers (Rinso, Lifebuoy, etc.). As a result, in 1944 the (Canadian) War Labor Board was able to perform an unprecedented act and, within the frame of the wartime wage "freeze," to authorize a 20 percent increase in wages at this factory in compensation for a reduction in hours from 48 to 40.

The War Labor Board was able to do this because it had clear and incontrovertible proof that this wage in-

crease would have no effect whatever on the cost of the soap manufactured at the plant, that the cost of production would not be increased one penny by this increase in wages. And this proof was obtained as a result of the collaboration between the union and management.

A word about the company, which has an odd history of labor relations. Lever Brothers, Limited, is a British concern with ramifications extending all over the world—plantations in Africa, a huge American subsidiary, etc. Almost from the beginning it has had in its relations with the employees, a strong sense of social responsibility. Its main English factory is located outside of Liverpool in a town of the company's creation called Port Sunlight. Here everything conceivable is furnished for their employees' well being and recreation. Port Sunlight is often spoken of as a model of an employer fulfilling all his duties to his employees.

International Scholarships Five American students interested in the labor movement sailed for England on September 12 for a year at Ruskin College at Oxford on a scholarship basis. Two women students were among this number. One, Homerta F. Watson, was secretary to Edward H. Weyler, head of the Kentucky State Federation of Labor. The other, Lucille Thornburgh, has been an organizer for both the United Textile Workers, A. F. of L., and the Office Employees International Union. Gerald G. Redlin comes from the organized farm movement; Robert F. Repas was a teacher at the University of Wisconsin, School for Workers; and James Tyree comes from the auto industry.

Ruskin College is a well-known labor school in England. This may be the beginning of a scholarship plan similar to the Rhodes scholarships given at Oxford by Cecil Rhodes, a gold magnate of South Africa, more than a generation ago.

Canadian Contrasts Canadian Tories drew a bill modeled, in part at least, upon the Taft-Hartley bill and suddenly brought it into Parliament. So strong was the protest however from labor that Prime Minister Mackenzie King announced that any bill controlling labor would be postponed until the next session of Parliament. In short, Mr. King listened to the protests of labor in sharp contrast to Bob Taft and other Republicans who turned deaf ears to every expert in labor relations and the loud protest of labor unions. Under the Canadian code unions would have to be incorporated, thus becoming liable to law suits and other complicated legal arrangements. Company unions would be encouraged. The law would permit employers to sponsor a union in any plant where a legitimate union had already been certified.



WOMAN'S WORK

BRIGHTEN UP THE CORNER WHERE YOU ARE

By A WORKER'S WIFE

BEFORE you read this page this month, I wish you'd do something. Take a good look around your living room. Look at your walls, your windows, your furniture. Is your living room a lovely, bright, cheerful place—one that will look warm and pleasant and comfortable all during the dreary days of winter? It is? Well, good for you and you can just skip this page this month and go on to the recipe and party suggestions on the next page. But if it isn't—if it's like mine—faded walls, dark, worn carpet, furniture just a little dingy—lady, your house needs first aid quickly.

A Cheerful Room

I intend to set out to put a little warmth and sparkle and cheer into my living room where my family spends so much time—make it one that they will enjoy coming home to and will enjoy bringing their friends to. There's just one drawback. I have very little money—perhaps that's your problem too. I know I won't be able to buy any new furniture and I don't think I can wangle a new rug. I'll just have to make the old things do and see what can be done with them.

It's Done with Color

All the best interior decorators tell us that we can work miracles with color. Well, let's choose a color and start. Pick your favorite color. Suppose it's blue. Let's transpose your room with blue for the base and background. Why not paint your walls a lovely, soft, Wedgewood blue—if they are papered, just get the paint that goes right on over paper. You can do this yourself. It's easier than you think and saves lots of money. Then paint your woodwork white. You have a plain blue rug in one of the bedrooms that you can move into your living room. This will fit right in with your color scheme. Cover your old sofa and a chair in white flowered material, chintz or glosheen, a white background



with lots of big, splashy red flowers. Cover that little occasional chair in plain red, the color of the flowers in your slip covers. Incidentally slip covers aren't nearly so hard to make as you think they are. I bet you can make your own if you try. For curtains, I think the prettiest for your room now would be fluffy, white organdy tie-backs. And how about putting the shades up a little above the center shelf and arranging a few pieces of cranberry and blue glass on it for the sun to shine through? Do you have some blue willowware or perhaps one or two precious items in Wedgewood? Place a few pieces on your white mantle, your coffee table, your bookcase—emphasize the blue in your walls this way. Your room will really come to life and will be a bright, cheerful, unusual room that suits your personality and your love for the old, familiar, colonial type of home.

Today's Room

But here is Mrs. Modern and her passion is smart, modernistic-type furniture. What's your favorite color, Mrs. Modern? Red? That's fine, for red is a warm likeable color



to begin with and is bound, if used tastefully, to create a warm cheerful room. Mrs. Modern has sectional sofas in faded brown. Her beige rug is all worn out and she wants a new one. Let's cover her furniture in bright cherry red, and get a soft pearl gray rug for her floor. Let's paint her walls a lovely shade of light dove gray to which a few drops of red have been added to keep it from having a cold look. Let's paint the woodwork and sectional bookcases white. Let's get chartreuse drapes. And you know that old lumber she's been storing in the basement? She must get friend husband to make her a big round, low coffee table and paint it ebony black. Let's paint that little nondescript straight chair ebony black too, and make a cushion for the seat from some of the chartreuse drapery material. Now does Mrs. Modern have some nice pieces of crystal and silver—candlesticks, a bowl, tray, pitcher or things of that sort? If she has she must get them out and scatter them about the room—on the coffee table, on the bookshelf, on the mantle. They'll lend just the right air of sophistication to this lovely gray and red room, set off by vivid chartreuse.

Substitute for Sunshine

Now here's a lady with a dark, north living room—and her furniture and walls are drab as drab can be. She says yellow is her favorite color. This is fine for yellow will do wonders for a dark room. Let's paint her walls, woodwork and all, a lovely light shade of daffodil yellow. Let's put white tie-back curtains at her windows and give them plain overdrapes in a soft shade of turquoise blue. Let's cover her sofa in plain yellow material of a deeper shade than the walls and bind the seams in turquoise fringe. Let's slip-cover her big wing-backed chair and her barrel-backed chair in flowered material with a yellow background, with rose-rust flowers sprinkled over it.

This lady collects old brass. Let's put some of it out in plain sight—filling that old bowl with apples, putting ivy in that odd-shaped pitcher. The floors are light and good. Let's take up the old rugs and use colorful scatter rugs. She could hook rag rugs herself, using the rust and turquoise shades of her room in them.

Well, dear reader, here are a few ideas for dressing up the old familiar face of your living room. Why not scrub and clean from stem to stern and then hop to it with paint brush and needle. You never know how much interior decorator is in you till you try. And remember it's not the persons who have the most money who have the prettiest homes. Perhaps the grandest, but not the prettiest! Color and comfort you can acquire with effort but little cost and loud be the praises of she who makes something from nothing. So let's get started on our color transformations and brighten up the corner where we are.

I wonder what I did with that old camel's hair paint brush?



OCTOBER RECIPES

Here's just the recipe to use for that Halloween party you've been planning—Gingerbread Jack o' Lanterns.

GINGERBREAD

- 2½ cups sifted flour
- 2 tsps. baking powder
- ½ tsp. soda
- ½ tsp. salt
- 1 tsp. ginger
- 1 tsp. cinnamon
- ½ tsp. cloves
- ½ cup shortening
- ¼ cup sugar
- 2 eggs
- 1 cup molasses
- 1 cup boiling water

Sift flour with baking powder, soda, salt and spices. Cream shortening and sugar together until light and fluffy. Add eggs one at a time, beating well. Add molasses and flour mixture alternately, stirring until smooth. Add boiling water and mix. Pour into well-greased cake pans. Bake in a moderate oven (350° F.) 30 minutes. Makes 2 nine-inch layers or 1½ dozen cup cakes.

ORANGE ICING

- 1 cup granulated sugar
- 1 tbs. white corn syrup
- ½ tsp. cream of tartar
- ½ cup water
- 2 beaten egg whites
- ¼ cup powdered sugar
- 1 tsp. grated orange rind
- 1 tbs. orange juice

Cook the granulated sugar, syrup, water and cream of tartar together until it reaches the soft-ball stage.

Pour this mixture slowly over the beaten egg whites (beat stiff but not dry). Beat for 10 minutes. Then beat in the powdered sugar, orange rind and juice. Continue beating until it is the right consistency to spread. Add orange food coloring to give icing a real Halloween color.

Ice gingerbread cup cakes with this wonderful orange icing and make Jack o' Lantern faces on them with raisins or chocolate chips.

Here's a filling, tasty meat dish that just seems to go with brisk fall days.

MEAT LOAF

- 1 lb. ground beef
- 1 lb. ground pork
- 1 large onion chopped fine
- 1 large pepper chopped fine
- 1 cup dry bread crumbs
- 2 tablespoons chopped parsley
- 1 tsp. salt
- ½ tsp. pepper
- ½ cup tomato catsup
- 1 tablespoon prepared mustard
- 2 tablespoons Worcestershire sauce
- ½ cup milk
- 1 beaten egg

Combine all ingredients and form into a loaf. Cover with five or six slices of bacon. Bake in a moderate oven for about an hour.

Tomato gravy for this loaf may be made if desired, by adding tomato juice to the pan drippings and thickening with flour.

Now how about a "different" kind of vegetable dish? Try:

SPANISH BAKED BEANS

- 1 large can kidney beans
- 1 cup canned tomatoes drained
- 1 tbs. chopped onion
- 2 tbs. chopped green pepper
- 8 bacon slices

(Continued on page 424)



THE GOBLIN 'LL GET YOU

It's Halloween time again and "the goblins will get you if you don't watch out." Well, they ought to get you if you pass up a perfectly wonderful occasion like Halloween without having a party for somebody—your little tikes who adore Halloween anyhow, your teen-agers who are always ready for a party, or for friends of yours who would probably love to be invited to an old-fashioned Halloween party.

Jack o' Lantern Jamboree

This can be a costume party for your younger children. Make your table centerpiece a big Jack o' Lantern resting on a nest of autumn leaves. You can hollow out a pumpkin and carve a face in it, similar to the ones at the top of this column. Place a burning candle inside, or you can fill it with fruit, candy novelties and noisemakers the children can take home for favors. From the Jack o' Lantern, run orange and black streamers to each place and attach them to witch and black-cat place cards from the five and ten.

Refreshments can be simple but attractive if you use scoops of orange ice with Jack o' Lantern faces made of chocolate chips (those used in Toll House cookies). Serve with this, Jack o' Lantern cookies—plain cookies iced in orange with faces made of chocolate icing and some iced in chocolate with faces in orange.

The children will enjoy playing the old party games, dressed up Halloween style, for example, pin the tail on the black cat or the stem on the pumpkin. Another good game for a youngsters' party, which I call "Draw the Pumpkin" is played by giving each child a sheet of paper and an orange crayon. Blindfold the child and have him draw a pumpkin with a comical face. The best Jack o' Lantern wins a prize.

Beggars' Ball

Your younger teen-agers will thoroughly enjoy a Beggars' Ball. This is just another name for a "tacky" or "hard times" party but fits right in with the Halloween spirit. Guests come attired in old and dilapidated clothes to the basement of your house where the party is held. Decorations will certainly not be a problem for a party like this, for the object is to make everything look as rundown as possible. Use old bottles for candlesticks, an old tomato can for a flower vase—sounds terrible but the boys and girls will love it. Serve refreshments on broken plates and the beverage in cracked cups and mugs. Refreshments I am sure these guests would like, could be pigs in blankets, potato chips, pickles and hot chocolate, or serve lots of cinnamon doughnuts, apples, peanuts and cider.

Since it's a "Beggars' Ball" these young people would probably like to dance or perhaps they would like to play all the old traditional Halloween games—"Bob for Apples," "Apple on a String," "Thread the Needle," "Blow the Candle," "The Murdered Man"—you know the ones. Any kind of fortune-telling is fun too.

Halloween House-to-House Party

Have you ever had a "house-to-house" party? They're loads of fun and Halloween is a perfect time to have one—either for you and your friends or for your older boys and girls and their friends.

The idea is to have a progressive dinner party—with three stop-overs. It is a cooperative affair usually carried out as a neighborhood party. Guests assemble at the first house in the list of participants, for the first course. The first stop-over should be the smallest house or apartment of the three because this part of the party is easiest and requires the least room.

First course at the first house could be:

- Hot Cream of Tomato Soup } First House
- Cheese Crackers

The soup could be drunk from cups—this would eliminate seating and table setting problems. Cheese crackers would be tasty and in the Halloween spirit if made by placing American cheese on round crackers, and fashioning Jack o' Lantern faces on them with bits of pimento, then toasting in the oven.

The second house bears the brunt of the meal. Perhaps two hostesses could combine forces on this part of the supper. Here's our suggested menu:

- Meat loaf surrounded by little browned potatoes and carrots
 - Cabbage and apple salad
 - Toasted hard rolls and tray of spreads—butter, grape jelly, apple butter, marmalade
- } Second House

Now the third home carries the least culinary responsibility but the main burden of entertainment, for after dessert and coffee, the rest of the evening can be given to dancing, cards, games, etc. So the third course should be reserved for the largest home. Here the third and final course could be:

- Gingerbread Jack o' Lanterns } Third House
- Coffee

CORRESPONDENCE

**L. U. NO. 1,
ST. LOUIS, MO.**

Editor: On a hot Saturday in August, the date to be exact was the sixteenth, several thousand electricians and their families gathered at the Westlake Amusement Park to enjoy a picnic sponsored by the Relief Committee of our grand Local No. 1.

There were free rides for children under 12 years of age, fun and amusement for young and old. Many gabfests—Where in the devil have you been?—Thought you were laid away!—Haven't seen you since the war jobs!—My! How your son or daughter has grown!—Gee! I didn't know your were married.—Meet the wife.—Remember the - - Bzzzz - - and who knows how many other greetings were exchanged.

Polk Elkins and his Electrical Flashes furnished the music for dancing in the afternoon and evening besides a lovely afternoon concert and songfest. And Polk is a member of Local No. 1, too.

The ladies played bingo, sold chances and had their own booths for their contributions to the relief committee. The men played poker chuck-o-luck, pot-of-gold, and got rid of baskets of groceries—bottles—slabs of bacon—and many other prizes awarded to the lucky winners, and all these contributions were placed in our relief fund.

Fred Blind, the chairman, Walter Lundt, the secretary, and all the members of the committee must be commended for a well planned and executed picnic.

The ball game was well attended by spectators—4249 did not pay any gate receipts when Leo Hennessy slit the seat of his pants—lucky he had a pair of pink shorts on. Was just reminded that 4249 was the address of our local on Gibson Avenue.

Just a few names of some old timers were caught between drinks as follows: Harry Compton from New York; Harry Bufo, Detroit; Adolph Touchette, Al Wegener, East St. Louis; Harry Perry, Granite City, Illinois; some old timers from St. Louis were Hubert Morrison, who winters in Florida; George Bromer; Tim Kirby, Miles Meyers, George Smith, Bill Davis, Jesse Colvin, Charles Springer, Jim Wheat, Gary Spencer, Henry Scherstuhl, Cy Johnson, Emil Masson, Earnie Denison and his charming wife.

Orville Gibson was there. Both of his ankles were broken when he fell from the Hardy Salt sign last year. It certainly shows good sportsmanship when a man who has two broken ankles attends our picnic. Al Yeager who was paralyzed from the waist down some time ago also attended our picnic.

There were many men who should have been there, but as usual the real old timers were in there pitching all the way through anyway. It was a swell picnic and here's hoping we have one every year.

The IBEW Local No. 1 and the Contractors Association jointly sponsored a concession in Building No. 67 near the entrance of the fairgrounds at Jefferson Barracks at the St. Louis County Fair. Lectures were given every hour describing the necessity of adequate wiring and necessary safety measures.

Vince Nooney, commentator of the radio men, was a show by himself. The committee were: Al Siepman, Niel Buttenger, Chester Virga, Fred Krieg, Art Smith, Dwight Gold and Harold

Naslin. It is the general belief that the St. Louis County Fair is the sequence to a World's Fair due in St. Louis by 1953.

The Fair attendance was so heavy that they were three days behind in counting some 200,000 tickets.

M. A. "MORRY" NEWMAN, P. S.
The Lover of "Light" Work

**L. U. NO. 3,
NEW YORK CITY
N. Y.**

Editor: It was with extreme regret that we learned that Brother G. M. Bugniazet had found it necessary to resign his position as International Secretary and editor of our JOURNAL. We offer our best wishes for his good health and for his success in his new position as executive director of the National Electrical Benefit Fund. A better man could not have been found for the job.

To you the new International Secretary and editor we offer our congratulations and best wishes. You have an important and arduous position to fill but we feel sure you will extend every effort to fill it worthily.

What are YOU, Brother members, doing about the "Taft-Hartley Law?" Surely if you are a real union man at heart you are trying to keep posted on what our International Office and the A.F.L. are doing and recommending for us to do to nullify the evil effects of this law.

Election day is two months off but it is not one minute too soon to start planning and organizing to the end that everyone will know OUR side of the story as well as that of the NAM and that the trend of the voting at this election will indicate to the members of Congress what will happen to them at the next election. This knowledge will help the liberal-minded friends of Labor when they introduce bills to amend or repeal the Taft-Hartley Law when Congress reconvenes in January 1948.

True we will not have the opportunity to vote for many members of Congress in the coming elections but there are usually a few here and there to be elected to fill unexpired terms and if we will vote for these replacements strictly on their records rather than for the party they belong to we will begin to get somewhere.

There are still too many victims of the T-H law that read only the reactionary papers and periodicals and believe the paid propaganda of the NAM that they find in them, such as, "The T-H Law will free the individual union member from the machinations of the union officers." BUNK! They only want to free the individual from his organization so that they may again reduce him to a commodity as he was in the "Good old days."

There is a constant turnover of membership in all unions, in some more than others making it absolutely necessary for the organization and not the individual to make the contracts, otherwise we have chaos. You will note that the T-H law contains no clause restricting the employers form of organization and the suits brought by the Government under the Sherman Anti-Trust law have not done much to hamper them and unless we do what must be done to change this condition, matters will get worse.

Remember the T-H law was put over by a combination of Republicans and Democrats, not by any one party and that in both parties there are liberals as well as reactionaries. It is up to us to learn who and what we are voting for.

FREDERICK V. EICH, P. S.

**L. U. NO. 7,
SPRINGFIELD,
MASS.**

Editor: Now that I have learned how to spell Bugniazet I have to address my correspondence to Milne. It is easier to spell but will Brother Milne be as easy to write to? I hope that Brother Bugniazet will enjoy his retirement for many years; contented and serene in the knowledge that he has been a brave soldier in the liberation war of humanity.

That free enterprise and rugged individualism are best for society is self-evident to most Americans. To me the opposite is self-evident. A billion years of evolution is on my side.

The first living things were single cells. Those that wouldn't or couldn't cooperate remained single cells and that's what they are to this day. However when cells combined and became groups of cooperative cells they started on the long climb from the primeval slime to man.

A human being is composed of billions of cells which have given up free enterprise. Each cell, wherever it may be, does its best for the community of which it is a part. In return the community does its best to supply the cell with the best nourishment it can and a chance for a full life. This works both ways; the better the cell functions the healthier the body and the healthier the body the better for the individual cells and a better chance of a longer life for all. There is nothing more wonderful in the world than the perfect cooperation of the cells of the human body. This is what gives to man his great adaptability so that he can live in all the extremes of climate and conditions. These adjustments are automatic and made by cells which are always working for the good of the community of which they are a part.

However a billion years of cooperation have not eliminated the "rugged individualists" from the cell community. When a favorable opportunity presents itself enterprising cells take advantage of it and "go in business for themselves". They start little communities of their own. They take no orders from bureaucratic organs and glands, they go their own way. Although they refuse to take orders, they do not refuse to take food from the community. They live on the common bloodstream but all they add to the bloodstream is poison. The more prosperous these "free enterprising" communities become, the more feverish their activity, the worse off is the host, the society in which they live. At the climax of their success, these little communities, kill their hosts. Only those of you who have seen a beloved one die from cancer know how much they suffer before death brings a welcome release.

And then! These free enterprisers, these rugged individualists also die. They are helpless without the community which they destroyed. They were parasites on the community in which they had their being and in their utter disregard for the common welfare they also killed themselves. But before they bring ruin on themselves and on the society in which they live, what suffering they bring to the world!

I. S. GORDON, P. S.

**L. U. NO. 28,
BALTIMORE, MD.**

Editor: Sometimes we are short on news at Local Union No. 28, but now we have news that will interest not only our members, but all the labor organizations of this country.

At our last general election the people of Baltimore elected Congressman Thomas D'Alesandro,

as mayor, and who by the way was very favorable to organized labor. The seat in Congress was open for some time. Then there had to be someone to take his place. The fight was on and Local Union No. 28 had the pleasure of furnishing a man who was qualified to handle labor's troubles in Congress, a man who has been an electrician for 28 years, having handled labor on jobs, held many offices in the organization, attended International conventions and helped to solve many problems for labor. Not only has he had wide experience in labor troubles, he has also been magistrate-at-large for a number of years which has given him the experience of handling working people as well as all classes in the human side of life. That, I think puts a man in Congress who surely knows both sides of the working class of people and will give his support to every bill that comes before Congress which will affect labor favorably. He has not failed in 28 years to help labor, so you can call on Brother Edward Garmatz, now Congressman Garmatz.

Local Union No. 28 is proud to be the first to produce a labor man in Congress. Back him in everything he does and in return you will be rewarded for everything that fair and honest labor stand for.

Just a little local news that the boys waited one year for the annual picnic. When labor and capital get together for a day of pleasure the spirit of cooperation is in the air. I will try to tell you all about the picnic and who was there and why next time.

GEORGE COGSWELL, P. S.

L. U. NO. 32 LIMA, OHIO

Editor: It has been a long time since you have heard from your

Brothers of Local B-32, Lima, Ohio. I would like to introduce myself as the newly appointed press secretary. Brother Edward B. Penn, and I hope to contribute something of interest each month.

The construction field in Lima is very promising and is likely to continue so in the future. Our reasons for the above statement are that a new school bond issue has been passed by the voters of this city which will provide for several new school buildings and also improvements on some of the newer constructed schools. The construction of new houses is progressing

rapidly, considering the lack and cost of materials. In the manufacturing field, this area heads the list as being the sign center of the United States. This fact strengthens our Local Union No. 32.

We have a trade school here, recognized by the State Education Board. We have an enrollment of 39, which includes journeymen as well as apprentices. The veterans who are in this training however are having a difficult time making ends meet with the \$200 ceiling imposed by the Government.

Lima has passed a new ordinance which appoints, by civil service exam, an electrical inspector for the city. To make this possible our local, through the efforts of its appointed committee has done a lot of work to get harmony on all matters. This certainly was not a pushover. This has been in effect since January 1, 1947. We are proud to announce that our Brother, Lew Pearl Ross is now holding this position and doing a fine job.

So far as the Taft-Hartley Law is concerned, fellow members of Ohio, remember the supporters of this anti-labor legislation. Only four U. S. Representatives in Ohio were in favor of labor. They were: (1) Walter Huber, 14th District of Akron, representing Lorain, Medina, Summit, and Portage Counties, (2) Michael Kirwan, 19th District of Youngstown, Ohio representing Ashtabula, Trumbull, and Mahoning Counties, (3) Michael A. Feighan, 20th District of Cleveland, (4) Robert Crossen, 21st District of Cleveland. All the rest, including Robert F. Jones as well as Frances Bolton and George Bender, of the 18 representatives to the U. S. Congress from Ohio did this to Ohio labor of all unions. Remember these people when voting. Above all, register to vote and then vote. Only 39 per cent of all eligible voters voted last November. No wonder this happened! Brothers and Sisters, wake up and be awake at the polls!

We are glad to welcome back on the active list Brother Bob Warner who underwent a recent operation. Brother C. H. Clark, out of Canton now of Elwood, Indiana who fell from a pole is back again on the job. William Herring, who disrupted his honeymoon trip by a bad accident on the way to New York, is recovering from a broken leg; his wife suffered a broken arm. Brother Don Metz, while making a 4000-mile tour of the United States on his new "Harley,"

received a broken leg in an accident in Tacoma, Washington. The motorcycle is being shipped for the homeward trip.

EDWARD B. PENN, P. S.

P. S. Business Manager, Brother Ben Myers, will gladly welcome any linemen to this area. Address 207½ E. Market St.

L. U. NO. 43, SYRACUSE, N. Y.

Editor: Local Union

B-43 has been most fortunate in the past six or eight years with regard to employment in our jurisdiction. Old acquaintance was renewed in several instances with members from other localities where our boys have worked in the past. It naturally is the hope of every local union to repay the favors extended to its members while working out of town. We only hope that Local Union B-43 has in a small way shown its gratitude for favors extended to our members in the past.

At this writing, we feel that work in this territory has reached the peak and that we are on the down grade, however, the prospects for some time to come look very bright.

The largest job in this section at present, namely the G. E. "Electronics Park" job being installed by the Fischbach and Moore Co., of New York City, is approximately 85 per cent completed, but additional work may be forthcoming on this project before completion.

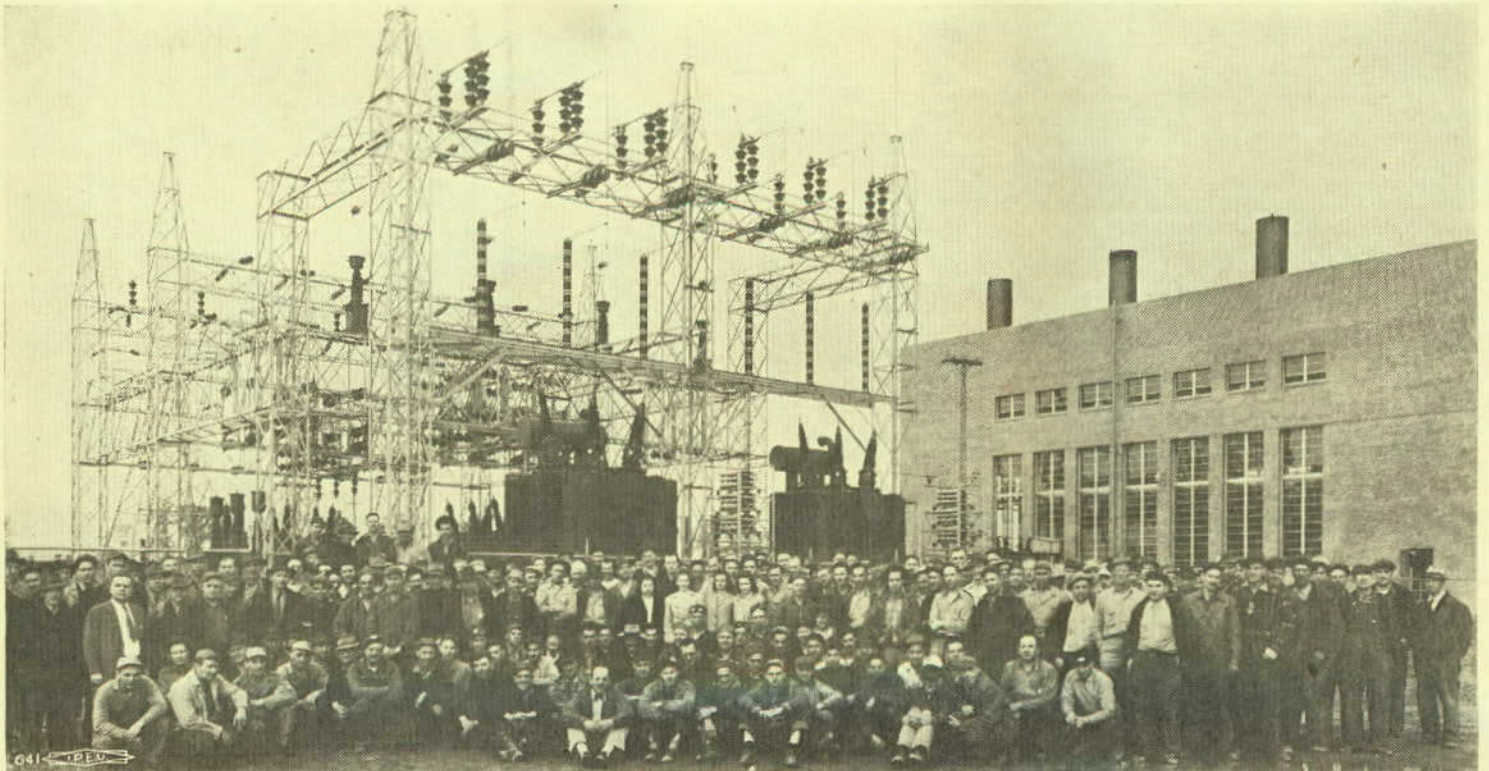
The enclosed photograph shows a portion of the group of electricians and office help employed on this project. How many can you identify?

Due to the increase in the cost of living our agreement committee requested an increase from the local contractors and we finally secured a few additional conditions and established the rate of \$2.20 per hour in our jurisdiction.

We would like to mention that our apprentice school has been functioning since March 19, 1946 under the N. Y. State Apprenticeship Council and we have several G. I.'s who look like the best crop of prospective electricians that this local union has ever produced, proving that worthwhile training is most essential.

Here's hoping that we can all keep our necks out of the wringer until the damaging labor legislature has been repealed.

COMMITTEE



ELECTRONICS PARK, GENERAL ELECTRIC COMPANY, SYRACUSE, N. Y.

Outdoor primary station—115,000-volt, 600 amperes, 1,500,000 kva interrupting rating. Two 10,000 kva transformers. Group motor-operated disconnecting mechanisms. Installed under the supervision of members of L. U. No. 43, employed by Fischbach and Moore, New York City.

National Employees Benefit Board

SUPPLEMENTARY LIST OF EMPLOYEES BENEFIT BOARDS THAT HAVE BEEN CERTIFIED

FLORIDA

North Florida Employees Benefit Board
Economy Building, 1734 Main Street
Jacksonville, Florida
Secretary-Treasurer: Jack Scheffer
NECA Chapter
Members
Hugh Haltiwanger, Jr. IBEW Members
Walter Grassly W. L. Ferrell
Rudy Baache C. G. Smith
W. L. Lightsey
Public Member
Albert Vorkeller

NEW YORK

Rochester Employees Benefit Board
1212 Lincoln-Alliance Bank Building
Rochester 4, New York
Secretary-Treasurer: E. J. Kramer
NECA Chapter
Members
Ray Hornbeck IBEW Members
G. Fred Laube John Downs
Earl Driscoll Charles Pettis
Joseph Phillips
Public Member
Russell McCarthy

Westchester-Fairfield Employees Benefit Board
11 W. Prospect Avenue
Mt. Vernon, New York
Secretary-Treasurer: Arnold F. Kipp
NECA Chapter
Members
Herbert G. Martin IBEW Members
George H. McKee Carl Carlson
David Cockburn Lewis Stauder
William Patterson
Public Member
H. Claude Hardy

OKLAHOMA

Eastern Oklahoma Employees Benefit Board
817 S. Boulder—Room 204 and 205
Tulsa, Oklahoma
Secretary-Treasurer: Horace Y. Strader
NECA Chapter
Members
Richard Almond IBEW Members
William Rogers George Shaull
M. L. Mason S. L. Barbush
H. C. Ellis
Public Member:
Floyd Shurtleff

TENNESSEE

Chattanooga Employees Benefit Board
402 Chattanooga Bank Building
Chattanooga 2, Tennessee
Secretary-Treasurer: George M. Worth
NECA Chapter
Members
John Terrell IBEW Members
Herbert Haile W. C. Harris
Philip H. Sweet E. E. McDaniel
R. G. Matheny
Public Member:
Dr. David A. Lockmiller

WASHINGTON

Spokane Employees Benefit Board
408 Eagle Building
Spokane, Washington
Secretary-Treasurer: Paul Heydon
NECA Chapter
Members
John Brownell IBEW Members
Charles Swam John Boothe
Glen Childers Kenneth Hughes
W. H. Maxwell
Public Member:
William A. Davis

L. U. NO. 58, DETROIT, MICH.

Editor: This piece must necessarily be written before Labor Day in order to beat the October deadline and for that reason we are unable to report here what actually happened in Detroit, September 1. However, we can say that a sustained effort has been made by Claude Audette's committee to get the boys to march; and it's our guess that, rain or shine, the wiremen will have done their part in the parade.

The Labor Day parade is one of America's fondest traditions; and all throughout the land such fiestas annually express the workers' insistence that they are a very essential part of our country's wealth and success. Without their brains, brawn, and skill there could be no coupons to clip—no bonds to redeem.

One often ponders, however, whether the emphasis on these parades is not ill-timed. Just to what extent they serve organized labor's legitimate aspirations is a question open to discussion. If thousands of marching men on one holiday of the year ensures equitable legislation and just laws—why not do it on Election Day? Does not labor's case lose some prestige by using its particular holiday to show political strength?

On Tuesday, all the editors in the land will yawn and write: "Tut, tut; it was their one big day, let them have fun." If thousands of men were to march on all the Woodward avenues on some other day, what might the editors and Congressmen say?

Now that it is all over, we still have the Taft-Hartley Act. All the floats and pretty girls in the world will not get it changed or removed from the statutes. Only carefully planned sober strategy executed on a day best suited for fighting will convince the Congressmen that the labor union can and will protect itself. Thousands of well-informed registered voters marching in unison on Election Day would be more startling than front page news.

What are we planning nationally for Tuesday, Nov. 2, 1948?

LEONARD SMITH, P. S.

L. U. NO. 65, BUTTE, MONT.

Editor: Two matters rank first in the minds of Local No. 65's membership: the recent Golden Jubilee blowout (see picture of old-timers) and the strike against the Anaconda Copper Mining Company.

Two hundred eighty members, employer rep-

resentatives, and guests attended the golden jubilee celebration held in Moose Hall, here.

An excellent program of entertainment—including some No. 65 hidden talent: The Trevenna Family, Jim Dooris, pianist, Bob Nicholls. Two piano solos were presented by the young concert-hall bound pianist Robert Best, who gave one of his first public appearances at a Local 65 oldsters' party. Tumbling Konens; verse-historian and master machinist Billy Davis, and Lew Mihelich's class of junior boxers rounded out a program emceed by Leighton (Peg) Gribble, L. U. 65'er.

A most excellent spread of food and refreshments was supplied by caterer Johnny Bird nee ACM electrician, and the super-efficient entertainment committee. The entertainment committee's efforts topped their unbeatable past—a super plus that seemed unattainable.

Affair got under way by Master of Ceremonies Leighton Gribble introducing Interna-

READ

L. U. No. 3 says vote for the man and not the party

More about the labor Congressman, Edward Garmatz, from L. U. No. 28

How about an Election Day parade by

L. U. No. 58

Importance of workers' education by L. U. No. 68

More on the Taft-Hartley and its effects by L. U. No. 79

Tribute to linemen—a job well done—by L. U. No. 278

L. U. No. 353 says if you want to be an I.B.E.W. member, write clearly

L. U. No. 584's building expansion program

L. U. No. 595 shows us how it can be done—"elect your friends, defeat your enemies"

Prosperity and security stem from labor unions by L. U. No. 611

L. U. No. 697 says NAM is determined to have boom—and bust

Determined will of membership exemplified in these strong letters

tional Vice-President, Wallace Wright, who underscored L. U. 65's place in the history of labor unionism. I. O. and Eighth District representatives: Herbert Jones, Stanley (Mutt) Thompson, and W. W. Robbins were introduced and briefly commented on the affair.

A picture of the old timers present (see photograph) included those who were awarded IBEW insignia pins, and our only living charter member William Hoskin who was presented a ring in honor of his many years of union membership.

A stimulating paper by our journalist-versifier old-timer, Delos (Tip) Reynolds was read.

Excellent, inspiring letters were read from I. O. President Tracy, and now-retired I. O. Secretary Gus Bugnizet.

President Tracy's letter, addressed to Local 65's business manager, Albert Coombs, said in part:

"Due to my previous commitments, it will be impossible for me to attend this jubilee. I would very much like to have the privilege of attending the golden jubilee and I know it will be a success.

"Please convey to those assembled my kind, personal wishes for success of Local No. 65.

With best wishes, I am

Sincerely

D. W. TRACY

(Signed)

International President."

A portion of the I. O. Secretary's letter, addressed to former Recording Secretary John Bird reads:

"I am sorry that it will not be possible for me to arrange my affairs to be with you, but I am sure the golden jubilee will be a huge success socially, as well as of great benefit to the officers and members of the local union. I know it will be one of the great days in the life of the local union.

"I want to thank the officers and members for your kind remembrance in inviting me, and regret that it will be impossible for me to attend.

"With all good wishes, I am

Fraternally yours,

G. M. Bugnizet

(Signed)

International Secretary."

The other matter now occupying the attention of Local 65 is the three-city strike of electricians in Butte, Anaconda and Great Falls against the ACM mines and plants of these three cities.

Origin of the strike came about in a way that suggests these locals are being used as a guinea pig to test some of the provisions (so-called) in the muddled Taft-Hartley Bill.

The technique employed by the ACM Company was interesting. Briefly it worked like this: Following usual notice to the company that the three locals desired negotiations, three meetings were held.

When pertinent questions were asked on wages and conditions, the ACM Company negotiators recessed. This technique was employed until the three electrical locals were the last to come up for negotiating.

Then negotiations resulted in having the contract shoved at the electricians with the demand that we (the three electrical locals) take it or leave it.

The committee and the locals did not agree to "take it" because they wanted, not only a higher scale, but the time and one-half Sundays historically theirs when worked regardless of other circumstances. Retraction was requested of the numerous clauses limiting the so-called five paid holidays alleged by the company to bring the hourly wage up to 15 cents plus. The company offered a cash increase of 11½ cents per hour—a day increase of 92 cents.

The negotiating committee asked the company if they would—in view of their claims that the unworked holiday pay amounted to 15 cents—plus an hour increase—forget the holidays and give the electricians 15 (plus) cents per hour increase. The answer was a voluble, "no."

The Company's stand after a series of 11 meetings to date is that the contract was acceptable to all other crafts and to the mine, mill and smeltermen, and it should be good enough for us. IBEW members disagreed, and as a result of a

secret ballot taken in the three cities and counted on July 8, 1947 by a certified public accountant: the locals rejected the Company's offer and voted to strike. The Anaconda Copper Mining Company was notified that a strike would be called effective 8:00 a.m. July 24, 1947.

To date the ACM Company has moderated some of their local demands, but the men are still picketing. Other companies have re-contracted with the local, or are in process of contracting. More later.

KENNETH MULHOLLAND, P. S.

L. U. NO. 68, DENVER, COLO.

Editor: The worker, as a rule, is concerned primarily with one aspect of our modern way of life, namely: economic security. Economic security does not always mean emotional security, but it appears that economic insecurity has a distinct relation to the state of one's emotions. If the emotions are in constant turmoil, then clear thinking is not possible, health is impaired though actual ill health may be long delayed, frustration appears to be the result of honest effort; prejudice and "buck passing" replace broad-mindedness and assumption of responsibility.

Economic security, or in other words, food, clothing and shelter, is the greatest drive of the worker. Having satisfied this drive to the best of his ability, to what does the worker turn? Some turn to constructive activities, such as building miniature planes or railroads; coaching athletics; fishing and hunting, or observing nature; all these things at the same time afford relaxation as well as education. Others turn to study and some try their hand at writing. Reading is done by a great many, approximately 40 per cent, either to pass the time, 35 per cent, or for information, five per cent. Many other worthwhile activities are engaged in by the members of the I.B.E.W. Without doubt, if we could but know what our members do, we would be amazed at the depth of the composite knowledge of the members. In part, man exposes himself, for what he is by the words that he utters. This fact, coupled with what he does, (his words and acts) indicate his character. It is said, a man is just as big as the things that make him angry.

All too often we are deceived by words. Words are used for three purposes. First, the passing of information, Second, for purposes of enter-

NOTICE TO ALL LOCAL UNIONS

The Brotherhood has three types of membership, "A", "BA" and "B". Many of our local unions have more than one type in them, but the International Office feels it is a mistake to use "A", "BA" or "B" in identifying or referring to any local. There is no need for this. It causes misunderstanding. Each local has a different number to identify it, so each should be known simply as Local Union 1, 2, 3, 4 and so forth.

Our Directory of Local Unions now states what types of membership each local has in it. The charters now being issued show this at the bottom of them. The International Office records show the same.

The International wants to discourage the use of "A", "BA", "NB" or "B", in referring to, or naming, any local union. Their use has been discontinued in our monthly "Journal" and in correspondence from the International Office. Their use should be dropped from all letterheads, bylaws and agreements when these are reprinted.

J. Scott Milne
International Secretary

tainment. Third, for persuasion. All of us have been, more than once, delightfully entertained by amusing stories and anecdotes. But when the speaker has finished, do we analyze things? What was accomplished by the entertaining discourse? The writer well remembers an incident to illustrate this point. The man appeared before the employees of the store on invitation of the management. He was nice-appearing, well-dressed, affable, jovial, well-trained in speaking. Only once or twice did he casually mention the N.A.M. (who was sending him about the country). Every one left the meeting feeling that he was the personification of N.A.M. Did he have an effect on public opinion?

Words, or lack of them, used to persuade or to inform can be twisted in a multitude of ways. The best way to judge would be to determine if words are being used for the benefit of all, or if benefit for the few is sought. In buying a product, it is well to know something of the seller as well as the product. An act was re-

cently passed by Congress and the authors of the act have said, in effect, "Labor has nothing to fear." If, in the administration of the act it is proved that benefits are forthcoming then we could assume (by adding words and acts together) that sincere efforts to better our economy was an underlying thought. On the other hand, if all the dire things that are predicted come to pass, can not we, without doubt, be convinced that lip service (words) only was given to labor?

In general education of the worker, it seems then that a knowledge of legislation, particularly as it affects the worker, is becoming more and more necessary. Obviously, the individual worker generally, has not the time or the training to analyze the mass of figures put out by various agencies for his consumption. To see through the maze of propaganda with which he is constantly surrounded, takes one usually more skilled than he in propaganda. Not only officers, but the membership as well, for it affects them directly, should know about legislation pertaining to collective bargaining, to compensation laws, to rent control, to taxes, both personal and property, and many others. It has been said that labor endorses candidates but seldom delivers the goods. If this is true, then this is an indictment that does labor no good.

Since legislation and politics are allied it may behoove us to heed the words of President William Green who urged labor to actively enter in politics. It may be that legislation, like charity begins at home. Apparently, the unwillingness of labor people to attend a precinct caucus and to do precinct leg work has resulted in unfavorable legislation and election of anti-union legislators. Witness the laws doing away with controls over prices, with the inevitable rise in prices and corporate profits. Legislation detrimental to labor is being, or has been passed on every level; local, state and national.

The need for workers' education at the local level is demonstrated at every turn. The establishment of an active, enthusiastic local union education committee is essential if we are to remain as free labor. Learning how to do easier the things we have to do anyhow, is a part of workers education. It should be the job of the local union education committee to establish this service for their fellow workers. Education is an ally of democracy; ignorance is a foe that has cost us dearly and will continue to do so.

In summation, workers' education has this relationship to the individual workers among many others: (1) It will help him achieve better economic security. (2) By achieving emotional security it will make for a happier, healthier life. (3) It will enable him to better see who is giving only lip service. (4) It will be of great



Photo of L. U. No. 65's old-timers taken at their recent Golden Jubilee celebration

service to present leadership. (5) It will enable the individual, by an understanding of legislation, to cause just and proper acts to be passed.
GLEN H. GILBERT, P. S.

L. U. NO. 79, SYRACUSE, N. Y. Editor: That first

part of an old quotation, "The mills of justice grind slowly, but they grind exceedingly fine," can well be said to apply to organized labor's case. For the working man, justice has gone forward and back like the tide. For over a hundred years it has done so to finally triumph in the recognition of man's right to organize in unity with his fellow tradesmen and bargain collectively with his employer. That justice is about to turn and we find ourselves fighting against the tide of the Taft-Hartley Labor Law which seeks to weaken very gravely if not to destroy organized labor.

There is question of the validity of this law, and organized labor will leave no legal stone unturned to repeal it. The law was passed by a biased Congress and drafted by an equally biased lawyer. Mr. Reilly who drafted this law for the Senate Labor committee was a former solicitor of the Labor Department.

He had served five years on the labor board and was noted for his dissenting from the majority. He went into private practice, and was Senator Ball's right hand man in drafting of the Bill 360, which you recall was a bill to virtually repeal the Wagner Act. Thus it shows very clearly the kind of law Mr. Taft and Mr. Hartley wanted to put over and did.

The new Labor Board is mystified as how to interpret it. Some of them are refusing to stick their necks out and are resigning, for example, Francis X. Helgeson, regional attorney, and also the regional attorney in New York City, and regional directors of Minneapolis and Cincinnati. The law is confusing, will create antagonism between labor and management especially where good relations are beginning to exist, and jam the courts with labor cases. However, this law is one of many laws legislated by those chosen at elections for such purpose, by the people of which we as union men are an integral part.

If by our indifference we do nothing about choosing the men who legislate our laws and enforce them, if by the same indifference we do not have enough union, community, or national interest to insist upon the good things needed or protest against that which is bad,

to those chosen men, then we can expect no legislative justice.

This comes too from our indifference to those outside of organized labor who do not understand why and whether we are for good or bad, and only think of us in terms of daily press head lines.

We must cooperate with and sell them the facts on organized labor if we are to receive the public's justification.

Although it may be little realized, what organized labor does actually affects the lives of every person in the United States.

FRED KING, P. S.

L. U. NO. 124, KANSAS CITY, MO. Editor: Yes, the picnic was a success.

We knew it would be when the chairman named the picnic committee: Andy Harvey, Frank Murphy and Roy Smiley. There was beer left in the kegs when the party was over, and members are already asking, "When are we going to have another picnic?" Everybody was there—everybody and his wife and his sister-in-law and his sister-in-law's kids. The officers of L. U. No. 1 St. Louis, came in a body and further cemented the traditional friendship between their local and ours. Some of No. 1's rank-and-filers were there too, like Charlie Sprinker and Jim Hartmann, also Bud Emge, of E. St. Louis. International Organizer Eddie Hook was there with his genial smile and friendly handclasp. The new International Vice President, Frank Jacobs, officiated at the award of 25-year buttons to 140 members of 124's old guard. Then the old guard marched in file in front of the camera. Some of them pretty young looking, too. "Gosh," you think, "has that kid been in the local 25 years? Anyway it doesn't seem long since you called him a kid. Makes you feel sort of ancient. The committee took occasion to present H. S. O'Neill with a fine wrist watch in appreciation of his many years of service as chairman of Local 124. For the first time in his long career of public speaking, "Mick" was at a loss for words in reply. The day was hot—100 in the shade. We noticed that even Father Freidl, head of the Rockhurst College Department of Industrial Relations, was minus his clerical coat. But the ice cream, pop, beer and ice water—ice water, mind you, at an electrician's picnic—never gave out. It was a grand committee we had. It was a grand picnic we had!

Work in Kansas City continues good. We

might say too good, because there are not mechanics enough to go round. And it looks as though it would keep on that way for some time to come. So if there is anyone sitting on the bench anywhere, and if \$2.02½ an hour and a pretty swell bunch of fellows to work with is any inducement, he might head this way pronto.

Labor Day is just a week off at this writing, but labor isn't doing any celebrating, not this year. It is lifting its nose and sniffing. Somehow, keeping its head buried in the political sand all these years hasn't got the job done, and the black storm of wage slavery is upon us. The NAMZI money changers have taken over the temple of freedom—which is Congress—and it will take a mighty effort to drive them out. Let us, therefore, postpone the celebration of Labor Day, 1948, to Election Day of that year and march to the polls 100 percent strong.

MARSHALL LEAVITT, P. S.

L. U. NO. 175, CHATTANOOGA, TENN. Editor: Seems like

only yesterday that I was writing a few lines for Local 175 and to be frank that writing left me with little more to say. Local 175 exercised a special call meeting on August 17, 1947 to decide on the Labor Day parade, methods of encouraging registration of its members for voting, and the real property in relationship to the new anti-labor laws.

I wish I could look into the future and tell just how big a success the Labor Day parade in Chattanooga will be, but I can say at this time that no fact has been overlooked to make it the biggest and best that labor has ever put on in this section of the country. The committee for L. U. 175 on the parade included Brothers W. C. Harris, E. E. McDaniel, Virgil Clark and Charlie Strawn. I would like to say that Captain Roy J. Pogue, member of the Chattanooga Firefighters Union, has done a hard job this year and done it well, and Local 175 wishes to congratulate him.

In commenting on the registration of all Local 175 members to vote in the coming elections it would have been better if we could have heeded Senator Glen Taylor when he addressed a group of California veto motorcaders. "It's a lot easier to work to put good men in office who will fight for you than it is to come all the way across the country and beg some son-of-a-gun to help you out when it is too late." I am sure that we



L. U. No. 103, Boston, holds banquet honoring apprentices receiving certificates of completion.

AWARDING OF CERTIFICATES
COMPLETION OF APPRENTICESHIP
HOTEL LENOX—JUNE 10, 47

will have a pretty good policy toward this sort of thing in the coming election. Eh?

For the past four regular meetings of Local 175 there seems to be a real meaning on the floor. A new spirit has been revived, I believe that the anti-labor laws have awakened the old spirit and revealed the purpose for which our meetings are held. Maybe our paths have been too easy to appreciate the real thing!

Business Manager Harris, along with Brother Reed Kelso attended the State Federation of Electrical Workers meeting at Knoxville. From all indications this meeting was a real success and shows that these boys were there for a purpose too.

Greetings to all for now.

W. B. CATLETT, P. S.

L. U. NO. 212, CINCINNATI, OHIO Editor: First of all, Local B-212 of Cincinnati, Ohio wishes to congratulate our new International Secretary, Mr. J. Scott Milne on his appointment. May your tenure of office be a very successful one. Best wishes to you, Mr. Milne. And to the retiring Mr. Bugniet, may you live a long, long time to enjoy a well deserved rest after years of serving the Brotherhood in a very faithful and earnest manner.

Here in Cincinnati we are going through a real heat wave—weather for 20 days (at this writing) has steadily been around the 95° mark.

Our work here is going along very well and we have some very nice jobs going and others starting.

Our annual picnic is now a matter of past history but I do want to state we had a grand day; that is, the weather was perfect, attendance the very best yet, plenty of cold beer, soft drinks and ice cream for the kiddies, saddle ponies, recreation games and a baseball game. We were very glad to have as our guests Mr. and Mrs. Gordon Freeman. Mr. Freeman is our district vice-president and has headquarters in Cincinnati. Also as our guests were several members of the Dayton, Ohio IBEW Local. And as for myself, having had the pleasure of being chairman of our entertainment committee, I wish to cordially thank each and every member of that splendid committee for their untiring efforts.

Our sick list at the present time consists of George Huber whom we were all glad to see at the picnic—George is getting better—and Brother Arthur Barimann who, we were glad to see, was able to make the picnic for a while. William Jansen, Jr., I note is ailing at this writing as is Emil Lohner, Jr. And C. Eibel still is convalescing from his injury. We note Sam Keller and John Neiberding still are under the doctors' care. Hurry up and get well, all you Brothers. Good health to you.

As our American Federation of Labor Softball League draws to a close, we of Local 212 wish to congratulate the Sheet Metal Workers on their winning the championship during the season. Next issue I'll tell you who won the elimination playoff. To our own local team thank you for a fine brand of ball and let's hope next year we can win the championship. Again, thanks to Captain William Louis and all the ball players on our local team.

Here in Cincinnati during the early weeks of September the Ohio State Federation of Labor and the Ohio Building and Construction Workers are holding their annual convention. As this is an annual important convention our delegates will give a detailed report after the convention is over and I shall give you the details in our next issue.

Local B-212 sends its best regards to all of our members who are working out of town and to our members in Panama. Hello to all of you boys.

I believe by next issue I can have some real information on our local bowling team and believe me, 212 does have some very good bowlers. More on that later.

The following article was given to me by Brother "Chick Maley" and appeared in the August 3 issue of the Chicago Tribune under a labor heading. The article is as follows: "The

communications workers' union today ordered its members through Japan to return to a four-hour work day. This half-time summer schedule is general among government employees, but a recent press campaign caused them to go on full time. The union said any work over four hours a day would be classed as overtime." I myself put this in our JOURNAL as an interesting labor article and I do not believe anyone who is affiliated with labor unions can deny a four-hour day is as Amos and Andy would say "Ain't dat something?"

And Brother members all over the entire International Brotherhood, please remember that once again school days and school children are with us for another season. And so as I always do, I am asking you to remember as you drive along in the morning those little kiddies don't always look when they cross the streets. So will you and you and you help them by taking a few seconds and being extra careful in your driving? In doing so every parent will silently thank you and you might be responsible for saving some little shaver's life. Thanks a lot, Brother!!

Well, that's about all for now and so once again it is "Au Revoir."

Local 212's News Hound

E. M. SCHMITT

L. U. NO. 215, POUGHKEEPSIE, N. Y. Editor: Leo Paul Richard is dead. On Sunday evening August 10, 1947, Almighty

God in His infinite wisdom called him home to rest. In addition to being the father of nine children, Leo was president of Local 215, I.B.E.W.

About two years ago, his son Leo Jr. was the victim of an automobile accident, which resulted in the loss of a limb. The driver of the car was not insured. The membership of the local in grateful appreciation of the services rendered by the father supplied the money with which to purchase an artificial leg for the son.

About this time a choice had to be made as to the future of Leo Jr. He could no longer continue as an apprentice because of his physical handicap. After due consideration by his family it was decided to send Leo Jr. to Union College, Schenectady, N. Y., for studies in Chemical Engineering. This decision was not made in haste. It required courage. The mother obtained a part-time job at a local department store in order to help defray this added expense. This was in addition to caring for her brood of children. Leo Jr. had completed two years at college when his father was called away. His intense desire to reward his parents for the sacrifices made is best illustrated by his scholastic record. His marks were constantly among the highest of all students.

All members of the local union rejoiced with his family when he earned an honored position on the Dean's list for his ability as a scholar. The day following his father's death, I discussed the future of his career with Leo Jr. He felt that he would have to leave college and try, despite his handicap, to help his mother with her added burden.

A special meeting of the local union was called. At this meeting the Leo Paul Richard Endowment Fund was created.

The money for this fund will be raised through voluntary donations. Following is the resolution creating same:

Resolution

The sole purpose for the publishing of this article in our official organ is predicated on the thought that we believe that the common bond of Brotherhood should at all times be in evidence. We feel that the need is greater today than ever, for a re-birth of the principles to which we are all pledged as members of the I.B.E.W. If this article can help towards that realization, then we have contributed in our own small way toward that goal.

Resolved—

That at a regular meeting of this organization held on August 15, 1947 the necessary steps be taken to create as a separate entity of this local union, a fund to be known as the Leo P. Richard

Endowment Fund. The funds for the operation of this endowment fund to be raised through voluntary donations of members and non-members of this organization. The purposes for which this fund is established to be as follows—To enable sons and daughters of this organization who are deprived through death or permanent injury of their father to continue their scholastic studies to the resultant benefit of their families and—

To demonstrate that we the members of Local 215, I.B.E.W. are determined to exemplify the spirit of Brotherhood to its full and final realization.—

Move to adopt.

William Sorenson—Card No. 559059

George F. Meehan—Card No. 575100

Wallace Booth—Card No. 575050

Maurice Quill—Card No. 575094

Thomas J. Walsh—Card No. 893769

John Varrichio—Card No. 575061

R. Kornbrek—Card No. 727646

Charles Cruger—Card No. 575090

Adam McGrath—Card No. 575025

Walter Kalisty—Card No. 893770

Fred Weaver—Card No. 575048

John Sylvester—Card No. 575082

G. Larrabee—Card No. 575077

William J. Snell—Card No. 575076

Edward Gleason—Card No. 575051

John J. Brannigan—Card No. 575044

John Hickey—Card No. 319733

Melvin Duntz—Card No. 575071

George Vandenberg—Card No. 575064

At a later date when funds permit, it is our intention to again honor the father and family by having a suitable memorial erected at the grave of our beloved president.

This stone is not available as yet, but the inscription that will be placed on it is written across the heart strings of the entire membership. It will read—

Leo Paul Richard.

Servant of God and Family.

Member of the Trade Union Brotherhood.

May he find Eternal Rest

In the care of his fathers.

WILLIAM SORENSON, P. S.

L. U. NO. 230, VICTORIA, B. C. Editor: The printer really got us "in Dutch" by turning

that photo upside down in the August issue. We heard about it from all over North America.

I hope the editor will publicly absolve us from any responsibility in the matter.

(Editor's note: Absolved!)

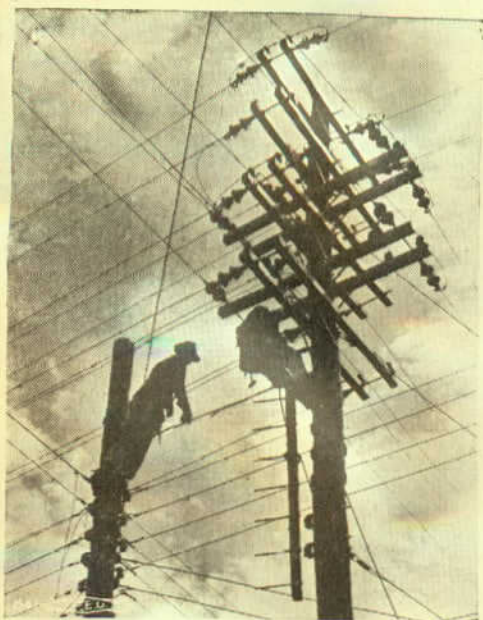
Our wiremen went to town during July. Taking a leaf out of the employers' book they went "on holiday" from July 2nd till July 19th with the surprising result that 12 contractors have now signed agreements.

Perhaps the most satisfactory result is the joint committee of union and contractor representatives set up under the agreement to handle disputes, also to help promote efficiency and harmony in the trade.

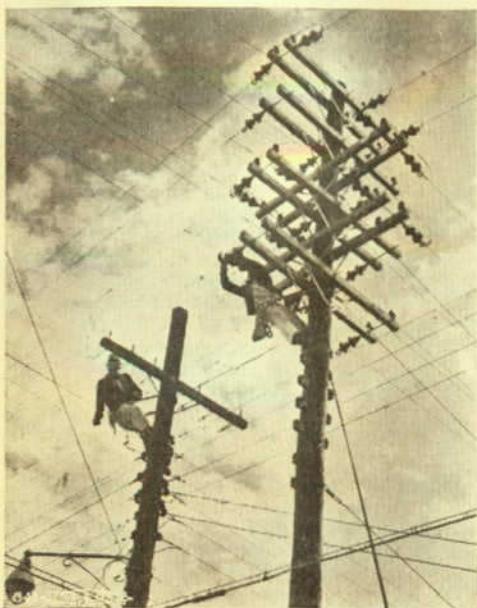
Early results from this committee cannot be expected after the many years of free enterprise that we have had. Freedom for the employer to pay the lowest wages he could get away with, and for the workman to own a car if he expected to get a job, that is.

Luckily both our representatives and those acting for the contractors have tolerance, courage and ability. We expect that their efforts will gradually restore our prestige in the building industry.

Our negotiations with the B. C. Power Commission have now reached the final stage, after almost eleven months of move and counter move. A conciliation board heard the case on August 12th and 13th after a conciliation officer had toyed with it for two months. Neatest thing in the whole proceedings was the manner in which Colin Cameron, our representative on the board got a member of the commission to admit in so many words that the commission expected the employees to pay both employer and employee contributions to the super-annuation fund, first by direct contribution and secondly by accepting



Linemen of L. U. No. 278 at work on the high lines.



R. F. Blewett and John R. Tyra of L. U. No. 278 performing a hazardous job.

lower wages than other employers are paying. The board's report is now awaited with interest by a group of members who have been waiting for a wage increase since last September, thanks to Government orders-in-council and our local version of the Taft-Hartley bill.

Death struck suddenly at two of our Brothers recently. Carl Armstrong was drowned in San-anch Inlet and Morley Maggs was electrocuted while at work. Our sympathy goes out to the wives and families of these two Brothers, both of whom were held in high esteem by all who knew them.

Gordie Robson and the writer attended the Washington State Association of Electrical Workers' quarterly meeting at Longview on August 9th and were very cheered at the kind reception accorded us. Pete LaRiviere and his brother members spared no pains to make us welcome, and we both acquired considerable information from the discussions that will be of great value. Brother "Whoosit" could always get top billing in vaudeville if he tires of the electrical business. While a lot of muttering took place about the Taft-Hartley act, nobody came forward with any constructive ideas as to what to do about it.

I noticed that a group of trade union officials

in Los Angeles met on August 24th to discuss the formation of a third political party, which is the only logical solution, provided of course it is owned and controlled by the trade unions themselves. For many years, in the labor movement we have produced capable executives, some of outstanding ability, and expected them to operate a system that periodically booms or busts. Had we elected these men to Congress, Senate or Parliament, with definite instructions to carry out a constructive policy on our behalf, such things as the Taft-Hartley act would never happen.

From a varied experience of present day orthodox Canadian politicians, I have no hesitation in saying that the average union executive could do a far better administrative job, provided we are clear in our own minds what we want done, and say it. What are we waiting for?

F. J. BEVIS, B. M.

L. U. NO. 278, CORPUS CHRISTI, TEXAS

Editor: Our local union is a mixed local with the wiremen far outnumbering the line-

men so perhaps the linemen don't get as much credit as they should at times. So I would like to give praise to two of these members for work well done recently on a very hazardous job.

I am enclosing two pictures of a change-over from 45-foot pole to 55-foot pole done for the City of Robstown, Texas, this year.

The line work was done by R. F. Blewett and John R. Tyra, who are journeymen linemen members of Local Union No. 278. Helpers were James Vickers, Doug Hollaway and Charles Bentz.

The 45-foot pole was the key pole for the city. On the primary there were 12 wires coming from a plant of 4,160 dead end on two cross arms. The wires had 14-inch spacing. Two feet down from the top arm there was a buck arm, six primaries broke off each way. On the top arm three primaries were straight through. Two feet down from the bottom arm were 24 secondary dead-ends, one foot spacing, one street light bracket and telephone cable two ways.

This was changed to a 55-foot pole set eight feet back in line from the source of feed on six sets of double arms. At the finish they didn't have less than 24 inches between phase.

This change-over was worked hot without any interruptions.

The contractors were Sinton Electric and Hardware of Sinton, Texas with Curry and Newlin contractors.

EUGENE HENDRICKS, B. M.

L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor: The Taft-Hartley edict is not doing so well. Anti-labor columnists say:

"Wait till fall and see what Congress is going to do to labor." It sounds like the edict needs a blood transfusion, and even that will not help it.

A government of the people, by the politicians and for Nimrod (the old man with the money bags), will not come to pass in the U. S. A.

Such a government must need wars to exist, for by his nature, Nimrod must forever have "more." To have it all is not enough, he must reach outside to get more and so will have us fighting wars until, as Hitler now smilingly remarks, "Alles is Kaput."

The article about productivity, in the August issue of our JOURNAL, is interesting. Only the definition given: "Productivity is the ratio of increase in production" is wrong, very wrong.

Productivity is: The quality of being productive; bringing into being; causing to exist.

We have that; and this quality is sufficient to cause prosperity, but to open the door to prosperity, we need two keys:

We have to apply our productivity to production. This Nimrod does not always allow. At the present time, production is curtailed sharply in steel, automobiles etc. etc., although productivity is available in profuse quantity.

The second key is: We must get wages sufficient to buy the products we make. It would mean a whale of an increase. If we do not get it, a surplus will accumulate very fast, a panic will be turned on and a war will follow.

RENE LAMBERT, P. S., Inside Unit

L. U. NO. 349, MIAMI, FLA.

Editor: Sorry to have disappointed all you good Brothers for

such a long period by being absent from these columns. I suppose if I were more ambitious about news-gathering and sending it in I could do better. But with that, I could be prompted somewhat if some of the dear Brothers would aid and assist my poor efforts by contributing a bit of news here and there to be inserted in our JOURNAL.

The last letter I wrote was about seven months ago. At that time our "organizing team," Business Manager Bill Johnson and his capable assistant Johnny Click, had about 40 contractors signed up. Today's total is 90, which includes construction, sign, water heater, sound, fixture and line construction shops. All this, mind you, from 12 shops in less than 2 years. We have grown to be the largest local in the South. Credit must be given to these two brothers for their hard work and zealous efforts to make this record stand.

All good things do not last forever for since the 1st of July Brother Johnny Click has given up his job as assistant business manager to take a job as superintendent in one of our shops. Our loss is their gain, I am sure. I know he will do well in his new capacity if he gets the cooperation necessary. He isn't completely out of the feel of our local's affairs, as he was appointed to the Executive Board to take the place of Brother Paul Foster, who resigned to go into business for himself. (Wish you luck, Paul). The job of assistant business manager went to our genial President Frank Roche, who will double in both jobs. Brother Frank, who has had past experience as a business manager should handle his job to everyone's satisfaction. Here's wishing you good luck, Frank.

The new wage scale of \$2.25 went into effect July 1st after a decision in favor of Local 349 was given by the Council of Industrial Relations for the Electrical Industry. The wage dispute had gone to the council because the local chapter of the National Electrical Contractors Association which comprises approximately 15 percent of all our union contractors, wouldn't agree to the request for an increase in our wage scale. The request for a decision was instigated on the part of the contractors. Our two business representatives, Bill Johnson and Johnny Click had to go to Washington to file briefs for the local and debate the arguments raised by the contractors' agreement committee chairman, W. W. (Bob) Ingalls. After hearing both sides, the council didn't waste very much time in deciding in favor of Local 349.

Speaking of W. W. Ingalls, he is, I will venture to state, one of the most discussed and more than not, cussed men of the contractors' group. He has one of the largest shops in town, is the wealthiest one and is one of the toughest men to work for as he came up the hard way and knows just about all the tricks of the trade. He never shies away from a fight and usually is a ring leader in a fight. I surely wish he could get on our side when it comes to making better conditions. For all the bad points said about him and the few good ones, one very good thing can be said in his favor. His is the only shop, to my knowledge, that gives his men a week's vacation with pay each year and eventually expects to increase it to two weeks with pay. Other shops please take note.

As to work and conditions in this section, I am advised by Business Manager Bill Johnson that we need expert wiremen and he emphasizes "expert," and not wartime mechanics. Anyone coming to work here, won't last long if he can't qualify. Address all inquiries to the business manager.

Ever so often, whether it is the heat or what, someone gets the floor during a meeting and makes a motion to have a party. And when that occurs, it usually is O.K'd. So Local Union 349 held its birthday party on July 11 at the Police Benevolent Society Building. The party started early in the afternoon with plenty to eat and drink and wound up with dancing late in the evening. The party was a success and there were no fights. Maybe the fact the party was held at a cop's home or the fact that Sheriff Jimmy Sullivan or ex-Chief of Police Leslie Quigg attended may have had a sobering effect. Anyway, everyone conceded it was a great party. Just received word that Business Manager Bill Johnson has been home sick for a week but expects to be up and around soon. Looks like just getting married is a little too tough on you Bill. Need any advice, look up us old timers at that game. All kidding aside though, Bill, I do hope you are well by now.

BEN MARKS, P. S.

L. U. NO. 353 TORONTO, ONT.

Editor: For the information of some of the members of 353 who have never bothered to read the Constitution, or attend meetings, I would like to point out some facts concerning our dues. In the first place dues are necessary to maintain the organization that makes possible a decent standard of living for electricians. Most members realize this and make a point of paying their dues, the same as they pay their life insurance premiums.

The dues are always due on the first of the month, but some leeway is allowed. The usual grace period on insurance, loans, etc., is one month but the union grace period is three months, which is certainly generous enough. In spite of this there are some members who are constantly in arrears and remain just on the verge of being suspended.

It has always been the practice of Brother Shaw, our financial-secretary, to notify a member of arrearages and to make sure the member knew what he would lose if he became suspended, that is if the member could be located in time. Members move from one street to another, and from one city to another and usually fail to notify the secretary of their new address, so that it has happened that a member became suspended because he couldn't be located while out of town or away from the trade temporarily.

When a member falls over three months in arrears, he becomes automatically suspended, and incidentally the member suspends himself, as he is the only one who can be held responsible for paying his dues, and the secretary has no choice in the matter, and in order to be reinstated it has to be voted on by the local union, and the member must pay all his back dues plus a \$3.00 reinstatement fee. Furthermore he loses all his standing as regards pension and insurance, and must start again from scratch. This is the law as laid down in the Constitution of the Brotherhood and is not just a local bylaw, and there is no way of getting around it.

When members send their dues in by mail, it quite often requires a bit of detective work on the part of the secretary, before the right member is credited with the amount received. Cheques have been received that have been filled out and the proper stamp affixed, but without a signature or return address. Cash has been sent in without the slightest clue as to who the sender is, but the most common occurrence that makes the office staff mutter unkind things, is the cheque with the undecipherable signature and no return address. Also the wife of a member may sign the cheque, and as there may be as many as 10 members with the same surname, the secretary has to find out which one of the 10 has a wife named as signed. Therefore members are urged for their own protection to be sure the secretary will know who to credit payments to when sent by mail and to be sure to get an official receipt and keep them as they are the only proof of good standing.

W. FARQUHAR, P. S.

L. U. NO. 357, LAS VEGAS, NEV.

Editor: Local 357 of Las Vegas, Nevada, wishes to announce with great pride, the recent appointment of Brother Mike J. Laux, as secretary of the Nevada State Federation of Labor.

The following was composed by Brother Laux in honor of our local.

Local Three Fifty Seven, Las Vegas, Nevada:

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| M. J. | L aux |
| L. R. | O usley |
| L. | C hoates |
| C. | A rp |
| G. | L ogan |

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| V. | U rga |
| Ed. | N elson |
| J. E. | I rwin |
| H. T. | O wens |
| C. D. | N orris |

| | |
|-------|--------------|
| F. R. | B ranchfield |
|-------|--------------|

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| J. R. | T erry |
| R. E. | T ensinger |
| L. | R ade |
| I. B. | E arl |
| L. | E lkins |

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| E. A. | F elts |
| A. J. | I ngram |
| S. A. | F enton |
| L. R. | T illman |
| J. | Y ates |

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| E. R. | S peck |
| L. R. | E verett |
| J. | V an Dornum |
| P. | E ngstler |
| W. P. | N oble |

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|-------|------------|
| C. F. | L eonard |
| H. A. | A nderson |
| A. M. | S mith |
| S. | V each |
| H. | E isnoch |
| L. S. | G eorge |
| A. | A lldredge |
| J. | S elby |

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| B. A. | N orth |
| A. | E vans |
| E. | V an Wie |
| D. | A vera |
| A. | D avidson |
| H. W. | A rnold |

R. E. HENSINGER, B. M.

L. U. NO. 390, PORT ARTHUR, TEX.

Editor: Brother A. H. Allen, who has served L. U. 390 as president and chairman, for several years, has left our midst in search of greener pastures. Brother Allen was employed by the Texas Company here for a number of years and also has served them on foreign jobs last of which was in Arabia. He not only "drug up" from the Texas Company, but also from 390's jurisdiction, and when last heard from was reported working for Stone and Webster out of Houston. It's an ill wind that blows nobody good, so the Texas Companies and 390's loss is Stone and Webster's gain. Allen is not only an electrician of very exceptional ability, he also has that indescribable something that makes him an exceptionally good supervisor, that which we commonly call a natural born leader of his fellowmen. Always genial, capable, upright and honest, staunch and dependable, that's A. H. Allen. He has devoted himself wholeheartedly to the union, working several nights weekly year after year without pay, for which we members are duly appreciative. His cheerfulness and counsel and fellowship will be missed by all of us. Good luck, Allen, 390 wishes you nothing but the best of everything.

Allen Babin, who was our vice president has taken over in A. H. Allen's place. But that is not a new experience for Babin, as he was president of L. U. 390 back before the war, in which Babin was in the Seabees. Brother Babin is also

a duly elected member of Port Arthur's city commission, and is electric foreman of the Martin Lumber Corporation's thriving electric contracting business. Jack Taylor, electrician for the City of Port Arthur, stepped into the vice presidency vacated by Babin.

Our Business Manager Joe A. Verret is taking a few days vacation and resting at his fishing camp on the Sabine River. Very few people, even 390 members realize the strenuous pace that Joe works under. After having put in a day's work, most of his evenings and nights are taken up with this, that or the other, special group meetings, committee meetings, executive board, contract negotiations for one group or another almost all the time; then there are his duties as vice president of the Texas State Federation of Labor and the ground work of the steering committee. Day or night, hot or cold, dry or wet Joe is always ready to meet with any person or group to discuss and work for the good of the union. He has never been known to say "no." Yes, if you or I had his job we would be screaming and crying for a 40-hour week!!

Joe Verret assisted by a workingman's committee has completed and gotten signed our new working contract with NECA, with separate contracts for the inside men and the linemen. Each and every one did a good job, and we now have the best contract we have ever had with a number of improvements over the old one.

At our last regular meeting 390 members voted to assess each member \$5.00 which is to go into the defense fund, for defending ourselves and others if need be under the new state anti-labor laws.

Brother Vernon Holst, business manager of the Electrical Workers in Beaumont was down and visited a meeting, and reported progress on getting lined up with NECA's representatives in connection with the contractors' one percent assessment to go into our pension fund.

Construction work here has picked up some and we now have most of our local men off the bench. Overtime is just a memory however around here. It's been a long, long time since anyone got any of that stuff.

With best wishes to all.

C. REVERE SMITH, P. S.

L. U. NO. 420, WATERBURY, CONN.

Editor: Greetings to you from Local Union No. 420! Several years have gone by since word has been received from this public utility unit of the Brotherhood. We would like to become re-acquainted and extend our greetings to all, the length and breadth of our fair land.

Many of us read with keen interest the literary efforts of our indeed brilliant and regular correspondents to the JOURNAL. This does not in any sense take anything away from the writers of the various interesting articles appearing from month to month in our paper. I have always felt that the man closest to the working tools of labor has the story to tell, the ideas to share and the ideals to promote when he is equipped with powers of expression either of the voice or pen.

For the present, we would like to proudly announce that on October 11th, we are celebrating our tenth anniversary (still a boy in jeans but with a wealth of experience in growing), in Waterbury, Connecticut, at the Hotel Elton with a banquet.

We anticipate having with us for the gala occasion, many of the high ranking dignitaries of the Brotherhood and as of the present, (August) Brother Walter Kenefick has signified his intention to attend.

The entertainment committee is humming along, we are in high gear or should we say, in synchronization with no interruptions? Suffice for the time being, you will hear more from us at an early date with a complete report on our celebration.

Aside to you Brother Milne, may we wish you long and continued success in your new post and hold to a certain amount of reverence in

the passing of Brother Bugniazet to the halls of retirement. He did a grand job and is entitled to rest upon his laurels.

ALBERT F. DOUGHTY, P. S.

**L. U. NO. 468,
STAMFORD,
CONN.**

Editor: The local has been quite busy negotiating a new contract with the Connecticut Power Company, Stamford division, which becomes effective for the next two years. When a stalemate was reached between the local and the company the members of the local took a strike vote which was unanimous, the local proposed a final meeting and the company accepted and agreed. At this final meeting which was erroneously quoted in the local press and on the local airwave the differences were ironed out satisfactorily to the company and the local union, signatures were applied to the document and the committee was highly praised for a job well done after months of negotiation.

Vice President John Regan from the Boston area sat in on one of the meetings between the company and the local, and Brother Steinmiller, who is always in very close touch with Local No. 468, which he calls his second home proved very helpful during the negotiating period, and has the sincere best wishes of the entire membership, for his untiring efforts in their behalf.

Since writing to you last, Local 468 of the International Brotherhood of Electrical Workers, of Stamford, Connecticut, has held the nomination, election and installation of officers for the coming two years, and I am happy to report that the attendance at meetings has increased.

The question of wage rate increases was not taken up during the negotiation period, as that is being saved for a later date sometime in February of 1948. Brother Pete Accosta, high and heavy sheriff of the west side of Stamford, left the employ of the company after 20 years of faithful service.

The new slate of officers are Robert Kerr, re-elected president, Harry Weaver, vice president, James Kelley (no relation to yours truly), but a swell guy, financial secretary, Al Dodd, treasurer, Berthyl Larsen recording secretary, Louis Montagnino, business agent. The members of the Executive Board are: Frank Keene, chairman, Jim Thornhill, Richard Hart, Jimmy Pappas, Edward Roche, Emil Petersen, and Patrick Aloysius Francis Hogan, Esquire.

STEPHEN E. KELLY, P. S.

**L. U. NO. 479,
BEAUMONT, TEX.**

Editor: We have been so busy down in Beaumont that we haven't had a report in THE WORKER for some time; however, we realize that is no excuse,

but we apologize and will take our scolding and promise to do better in the future.

We have quite a bit of work in our jurisdiction with nearly all of the major refineries planning large expansion programs or repairing equipment that was neglected during the war.

We have installed our new officers for the next two years and have just negotiated a new contract to run for one year.

Having disposed of the above our main interest now lies in the vicious anti-labor laws that have been passed. Having read quite a bit about them and having discussed them with different craftsmen I have come to the conclusion that we must all band together to fight this common enemy or we shall surely fail. There is evidence of a more marked "fellowship" on jobs today than there was six months ago but that is far from enough.

Our State Federation of Labor is waging a fight against some of our State laws that have been passed that could definitely be termed as "unfriendly." Our local has made a contribution to this fund and we are ready to help more.

It seems that someone must have voted for the wrong men in the last election or maybe some of us didn't bother to vote.

Be that as it may we can only learn by experience so let us remember who voted for us and who voted against us. *Dear Editor—If the above is a direct violation of the Taft-Hartley bill please delete as I have a wife and two babies to make a living for and can't afford to go to the penitentiary.*

JAMES W. SPARKS, P. S.

**L. U. NO. 584,
TULSA, OKLA.**

Editor: We are proud to have recently completed our \$5,000.00 building expansion program, which includes an addition on the west side of our hall for the exclusive use of our apprentice training class, a rearrangement of offices on the east end, and increases the size of our business agent's office to accommodate the assistant business agent too. It also creates a new room for exclusive use of our Executive Board. Along with this, the interior of the building has been extensively repainted in pastel colors. Fluorescent lighting has been installed in the new classroom to give our apprentices the tops in illumination. We now have one of the finest halls of its size. It is mall-brick building and we have a very large parking lot on the south side of the building for the convenience of the Brothers. Our apprentice training class room is equipped with the latest individual classroom desk and chair for each student. Work benches, cabinets for books and tools are built-in, so practical work on motors wiring, controls etc. can be done as well as the book learning, right in one class room. We hope with this set-up to turn out first-class electricians.

Compulsory attendance for all the apprentices, is now the rule. They must get 140 hours schooling per year to get their rating. Our training program is, of course, in cooperation with the Apprentice Training Service of the United States Department of Labor.

One of our old timers on the retired list is Pop Haggard of Grove, Oklahoma who recently was operated on for appendicitis at a Miami, Oklahoma hospital and in two days he was out and on his way home, which proves that you cannot keep an old plow horse down.

Bob Haggard is back at Miami after a short visit to Hot Springs.

We have several Brothers still on the sick list to remember.

Jimmy Nestor, % Veteran's Hospital, Muskogee, Oklahoma.

John Webb % Veteran's Hospital, Albuquerque, New Mexico.

A. B. Dugger, is back at home.

Bill Collins is recovering from a knee operation and is now at home, and so is E. C. Ross.

Effective June 1st we received a much welcomed increase in pay to \$2.025 per hour for all old and new work. Overtime pay at one and

a half times the regular rate applies on all work between 4:30 P.M. and 12:00 midnight and between 8:00 A.M. and 12:00 midnight on Saturdays.

Double time pay applies to all work between 12:01 A.M. and 8:00 A.M. and between 12:01 A.M. and 12:00 midnight on all Sundays and holidays.

All you out-of-town Brothers, if you ever come this way, stop and see us, look over our new facilities. We welcome you all. Our regular meeting nights are first and third Friday nights each month.

Also—you 584 Brothers whom we have been missing on meeting nights, we repeat, you are welcome too.

ROSCOE CHANNING MIGLIORE, P. S.

**L. U. NO. 595,
OAKLAND, CALIF.**

Editor: Now that labor is shackled with the Taft-Hartley bill it becomes of paramount importance to prepare for united political action in the 1948 Congressional elections.

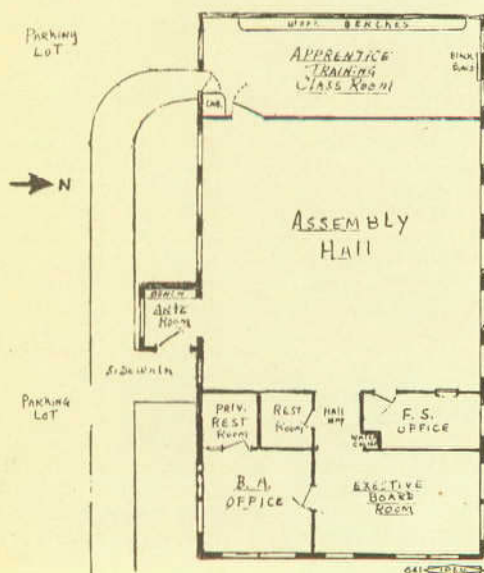
Those of us who are veterans looked for an increase in students' subsistence or on-the-job training pay and are told the cost would be too great at the same time millions and millions are sent to foreign countries and besides Congress was too busy with anti-labor legislation to consider such bills. Look at the record. Members of Congress who voted for this infamous anti-labor bill must be defeated and be replaced with men who are pledged to repeal this law. This will be no easy task and will require the United efforts of all unions and their members. Let's start now in an organized way. Appoint a committee to see that all voters are registered, urge such action by other unions, get a general committee at work in your town, raise some money, get the printing press to work, punch door bells, see your neighbors, and keep at it. In this city, Oakland, in the June municipal election, labor demonstrated what united political action can do. A joint committee of A. F. of L., C. I. O., Railway and independent unions was formed and candidates selected to run for city councilmen.

A hard fight means hard work and we were up against a powerful political machine which had been entrenched for over 20 years. The daily press stooped to a new low in their red baiting and distortion of the facts. But labor here had just been through a general strike in December and was determined to replace the councilmen who were up for reelection, with men sympathetic to labor. The headlines in the press screamed "Save the city from the Reds." The radio networks bellowed, "The agents of Moscow are preparing to take over the city government." But the people were not stampeded by the attacks and when the votes were counted all of the labor-backed candidates were elected with one exception. One of them is now the Mayor. If political unity such as this can be achieved locally there is no reason why it cannot be done on a national scale. Anti-labor Pegler says labor has 75 per cent of the votes but only 25 per cent of the brains. Let's show this skunk we've got 90 per cent of the brains and the votes too. The new agreement for inside-wiremen became effective July 1st. The minimum scale is now \$2.25 per hour for journeymen. Our local union and our good neighbor Local 302 of Richmond, California have in our new agreements a vacation clause, based on 2 per cent of the workers' earnings on a 40-hour straight-time basis. We think we are the first local unions in the I.B.E.W. to have paid vacations in agreements with the contractors. Any locals desiring information on this vacation plan should communicate with our business manager, S. E. Rockwell, 1918 Grove Street, Oakland, California.

J. B. SPANGLER, P. S.

**L. U. NO. 611,
ALBUQUERQUE,
N. MEX.**

Editor: There are too many people of all classes who do not realize the advantages to themselves of organized labor. Merchants who are noticeably more courteous to their union customers than they are to customers who only



Floor plan showing additions to L. U. No. 584's assembly hall.



IN MEMORIAM

Eugene Drach, L. U. No. 1
Initiated August 16, 1936

Steve Garrigan, L. U. No. 1
Initiated August 7, 1895

Ervin F. Gates, L. U. No. 6
Initiated May 2, 1942

Ernest Coble, L. U. No. 9
Initiated February 26, 1915

William F. Killeen, L. U. No. 9
Initiated July 25, 1908

James S. E. Ward, L. U. No. 9
Initiated September 5, 1916

Valor Wiegand, L. U. No. 9
Initiated February 9, 1920

Charles C. Wilson, L. U. No. 9
Initiated June 19, 1909

Robert Sherman, L. U. No. 17
Initiated January 4, 1938

Steve Tyrell, L. U. No. 17
Initiated April 8, 1920

Joseph M. Adler, L. U. No. 18
Initiated April 1, 1945

Byron Andrews, L. U. No. 18
Initiated September 5, 1929

Homer M. Chase, L. U. No. 18
Initiated September 14, 1944

C. A. Conway, L. U. No. 18
Initiated October 16, 1933

W. H. Elser, L. U. No. 18
Initiated November 4, 1942

C. D. Ernest, L. U. No. 18
Initiated July 16, 1923

David M. Pennington, L. U. No. 18
Initiated October 1, 1928

Robert M. Reynolds, L. U. No. 18
Initiated July 15, 1946

F. O. Smith, L. U. No. 18
Initiated January 2, 1941

E. H. Yahn, L. U. No. 18
Initiated February 3, 1947

Walter J. Montague, L. U. No. 39
Initiated February 29, 1936

John J. Carey, L. U. No. 43
Initiated September 15, 1924

Edward Keelan, L. U. No. 52
Initiated March 2, 1926

Edward King, L. U. No. 52
Initiated November 5, 1918

John King, L. U. No. 52
Initiated June 16, 1938

A. C. Gonzales, L. U. No. 66
Initiated September 19, 1946

George J. Couper, L. U. No. 77
Initiated April 1, 1940

W. O. Hubbard, L. U. No. 80
Initiated July 15, 1946

Earl Keenan, L. U. No. 86
Initiated July 25, 1941

John A. Crawford, L. U. No. 98
Initiated November 25, 1913

George Taylor, L. U. No. 98
Initiated November 1, 1905

Floyd A. Snover, L. U. No. 102
Initiated October 30, 1903

Fred Hoygaard, L. U. No. 125
Initiated August 24, 1934

Fred S. Penniston, L. U. No. 125
Initiated August 13, 1943

Garland H. Huggins, L. U. No. 141
Initiated June 5, 1906

Roy C. Moore, L. U. No. 146
Initiated January 11, 1944

Harry A. Fielman, L. U. No. 159
Initiated August 31, 1935

August C. Groth, L. U. No. 160
Initiated March 23, 1937

Robert Ward, L. U. No. 160
Initiated March 27, 1937

J. H. Wilson, L. U. No. 180
Initiated October 14, 1907

James A. Cruise, L. U. No. 214
Initiated July 13, 1917

Eugene O'Brien, L. U. No. 237
Initiated December 9, 1942

William F. Bihner, L. U. No. 292
Initiated March 27, 1937

Frank M. Bunce, L. U. No. 304
Initiated November 19, 1945

Arthur D. Crabtree, L. U. No. 304
Initiated November 13, 1942

William P. Gracey, L. U. No. 304
Initiated January 13, 1942

George W. Neville, L. U. No. 304
Reinitiated May 10, 1945

James McGregor, L. U. No. 310
Initiated December 10, 1945

Nicola Rico, L. U. No. 310
Initiated June 7, 1943

Carmelo Stagnitti, L. U. No. 310
Initiated November 18, 1946

Henry LaFrance, L. U. No. 328
Initiated December 1, 1902

R. H. Colvin, L. U. No. 349
Initiated July 2, 1912

Clarence E. Pay, L. U. No. 349
Initiated February 1, 1935

Verne R. Sanford, L. U. No. 352
Initiated March 2, 1923

John Bell, L. U. No. 357
Initiated February 17, 1944

L. W. Keeler, L. U. No. 357
Initiated December 4, 1941

Morgan J. Sweeney, Jr., L. U. No. 357
Initiated June 7, 1945

J. L. Burns, L. U. No. 359
Initiated January 20, 1947

Albert Featherstone, L. U. No. 384
Initiated September 8, 1936

Robert Springer, L. U. No. 413
Initiated June 11, 1919

Foy E. Lesley, L. U. No. 460
Initiated May 20, 1942

Berry E. Collins, L. U. No. 465
Initiated March 10, 1947

James B. McNeely, L. U. No. 465
Initiated August 23, 1943

Leopoldo Mendez, L. U. No. 465
Initiated October 23, 1945

William Roy Thomason, L. U. No. 474
Initiated June 5, 1942

Charles H. Campbell, L. U. No. 538
Initiated June 2, 1942

Julius M. Frith, L. U. No. 540
Initiated December 13, 1937

Verne E. Roberts, L. U. No. 569
Initiated January 23, 1941

Edward J. Frank, L. U. No. 576
Initiated October 3, 1940

Charles S. Rose, L. U. No. 591
Initiated September 23, 1918

Everett F. Zimmerman, L. U. No. 602
Initiated September 21, 1942

Herman E. Harris, L. U. No. 611
Initiated May 28, 1942

Albert Meade, L. U. No. 654
Initiated January 9, 1941

Henry S. Ward, L. U. No. 655
Initiated December 18, 1939

J. F. Stevens, L. U. No. 702
Initiated December 24, 1945

John A. McFadden, L. U. No. 744
Initiated June 24, 1944

John R. Payne, L. U. No. 803
Initiated January 5, 1942

Charles F. Holbrook, L. U. No. 846
Initiated November 26, 1941

Albert A. Ehrke, L. U. No. 949
Initiated June 13, 1938

Anders Marvin Horne, L. U. No. 953
Initiated April 5, 1937

Raymond Sircher, L. U. No. 953
Initiated October 13, 1937

S. E. Harmon, L. U. No. 1002
Initiated June 10, 1924

James Charles Comerford, L. U. No. 1026
Initiated December 9, 1940

Karol Gogola, L. U. No. 1031
Initiated January 1, 1947

Zapel Hartsock, L. U. No. 1031
Initiated January 1, 1947

Marguerite Mullen, L. U. No. 1031
Initiated March 1, 1943

Joseph Wolf, L. U. No. 1061
Initiated September 10, 1941

Harry McCabe, L. U. No. 1134
Initiated March 25, 1943

John J. Lucas, L. U. No. 1309
Initiated March 13, 1942

William Walker, L. U. No. 1329
Initiated September 17, 1942

Walter C. Huston, L. U. No. 1367
Initiated May 14, 1945

Arthur Seifferth, L. U. No. 1367
Initiated December 31, 1944

Valentine Bloomquist, L. U. No. 1419
Initiated February 4, 1946

Harry Chamberlain, L. U. No. 1439
Initiated February 25, 1946

Nickolas F. Maier, L. U. No. 1514
Initiated May 13, 1946

earn enough to exist are often anti-union. The National Association of Manufacturers which is doing everything in its power to ruin the unions doesn't seem to realize that non-union wages cannot purchase its products. Many non-union working men do not recognize the fact that their wages are set to a great extent by comparison and so as the unions gain higher wages and better working conditions they also profit.

In years past the Endicott Johnson Shoe Company of Endicott, New York, which runs a non-union factory has been nationally noted for its splendid working conditions. Union leaders claim the credit, saying that whenever they have made an attempt to organize Endicott Johnson the company would promptly give a raise of wages. The employees would then have everything the union could offer at the expense of the union.

The DuPont Company has recently established an immense chemical plant at Orange, Texas, employing thousands of non-union workers under good working conditions which everyone in Orange knows (Du Pont being a reactionary concern) are granted with the purpose of keeping out the unions. Other examples might be mentioned.

Almost every improvement in working condi-

tions that this country has ever enjoyed from the old system, in some industries, of twelve hours a day seven days a week for wages that would not buy a home, to the present time has been gained directly through the battles of organized labor.

The advantage to the workers in being organized is demonstrated in the United States by the deplorable working conditions in the South where the unions are weak as compared to the working conditions in the North where the unions are strong. The prosperity and security for the common man in any country is in direct proportion to the strength of the labor unions of that country.

JAMES MERRIFIELD, P. S.

L. U. NO. 697, Editor: L. U. No 697
GARY-HAMMOND, still needs electricians
IND. on our big industrial
jobs.

We have several huge projects underway or about to be started and our greatest need is for experienced men. Business Manager McMurray says we can get plenty of help to fill the "bull gangs" but good wiremen are at a premium.

Our scale is \$2.15 per hour and we have a basic 40-hour week.

Our working conditions are not excelled by any other I.B.E.W. local and any wiremen interested in working with us please get in touch with Brother McMurray.

Our mailing address is 6443 Kennedy Avenue, Hammond, Indiana, our telephone number is Sheffield 387, Hammond, Indiana.

It seems that the N.A.M. and its friends in Congress would like to bring back the good old days of boom and bust.

In order to do so they must first destroy and eliminate the hard-earned gains which labor has won over the years.

Labor must be weakened and made amenable. Labor must be responsive to its masters and present less interference to the efforts of "big biz" to get more and more cream out of the things we produce.

Well, labor will not be fooled by the N.A.M. It is not going to lie down and allow them to take over again. Labor is fighting and will continue to fight with every legitimate weapon at hand to preserve the system which has brought the standard of American life to the high point where it is today.

On Jan. 8, 1947, Governor Dewey set forth the labor policy of his administration with these words:

"The labor policy of the State rests on a maximum of voluntary mediation and a minimum of Government compulsion.

"This policy has promoted free collective bargaining and has been widely successful in preventing strikes and violence and we propose to continue this policy."

So a casual examination of the record gives the lie to any contention made that the Taft-Hartley—N.A.M. program of repression against labor represents the official policy of the G.O.P.

It does represent however, practically word for word the official position of the reactionary N.A.M. as ballyhooed in the leading newspapers through the N.A.M. paid advertising.

The Republican leaders on Capitol Hill must have a very low opinion of the intelligence of American voters! In addition, they must be convinced that the American worker has a very short memory.

Surely they must know that the American worker who is at least over 30 years of age remembers quite vividly the late twenties and thirties.

If Messrs. Taft and Hartley and the N.A.M. boys desire to forget those days, they can be assured that the workers have not forgotten!

The good old boom days! Profits, profits and more profits—new millionaires every day.

The days of Coolidge and Hoover prosperity, but, unfortunately, the days of bust and boom as well.

Labor can remember that era of Government by big business and big politics and the only comfort we got from the architects of our ruin was, "Prosperity is just around the corner."

H. B. FELTWELL, P. S.

L. U. NO. 1383, Editor: Labor Day
BALTIMORE, MD. —1947 should be a day

for enjoying a well-earned rest from labor days all through the year. It used to be a great day for picnics, parades, and gala festivities, but now, it gives us great concern when we think of two men in Washington, D. C. who wrote a bill reacting against their fellow-workers. They have no right to expect a brotherly love spirit from their friends who helped them become Senators. I am aware of the fact that our JOURNAL caters to the union members, therefore I shall not mention the two names as they do not belong in our respectful JOURNAL. So much for that.

Well, boys, I see where they have 20 or more ships tied up to the docks at the Coast Guard Yard, some for big work and some for minor work. As yet, no calls sent out for the return of the furloughed employees, which means that for most of us we may as well forget about the yard, at least for the rest of this year and that is not good news to write with only 12 weeks until a Merry???Christmas. Among the ships we are working on now there are the "Dexter" and the "Itaska," which is being completely rewired.

Now we head for our entertainment committee with decks cleared for action. On Friday, August 8, 1947, they started an entertainment program. As a starter they went over with a bang. And how those boys could throw a party with Brothers Edward (Andy) Divine at the piano making music come out and Joe Hammen with his hippity-hip movements trying to follow the music. A great time was had by all.

And here are our Flashy Flashes. Glad to write that Brother Michael Hanley is well and about. Now that the vacation season is about over for some, it will be a good thing for others, especially for mothers, with sons or daughters going to school so they can learn all about what to do when they grow up and go out to earn their livelihood.

REUBEN SEARS, P. S.

L. U. NO. 1514, Editor: We are much
HANSON, MASS. encouraged by the way the 40-watt R.L.M.'s are piling up in the pressroom. We hope it is an indication that the need for the "stagger system" of employment is ended. Half a loaf may be better than no bread, but we who are able

and willing to work for a whole loaf are not happy when the work is not forthcoming.

When Ernest Oldrieve had a serious brain operation in July, it was necessary to administer blood plasma, and the blood bank at the Baker Memorial Hospital was replenished by John Sayce, "Mike" Hammond, "Red" Riddell and "Reggie" Norton.

It is wonderful to know that a call for help is answered so wholeheartedly and we send them a cheer.

Ernest is recovering.

Marie Perry is at home after hospitalization and is making a quick recovery. We shall be glad to have them both back. It is the truth that we don't realize the value of friends until they are absent.

Nick Maier's death came as a great shock to all of us. We all admire the quiet courageous way in which his wife carries on. We miss him and can in a small way sense what she feels, and our faith in the One Who shares our burdens, is strengthened through her, and we know He can ease an aching heart.

The new type of enamel dispenser will cut down the cost of production. It will also make it easier for the girls to find Cookie. Instead of hunting all over the shop they will know just where to look.

The August meeting of Local 1514 was held in Thomas hall, which is about two hundred feet from Highway Route 58 on the way to Whitman. Being in a foreign country, there were very few at the meeting. Until a permanent hall can be hired the meetings will be held there. Why not come and have a voice in the business that is yours as well as mine.

Meantime the officers and stewards are having a grand easy time as always, and getting the regular quota of thanks for the extra work they are doing for us. We are a grateful lot.

VERDA M. LANE, P. S.

NORWAY

(Continued from page 397)

and has participated in the economic development of the country. The services which are provided by insurance and taxation include care to expectant mothers, school feeding and dental care, sickness insurance for everyone, accident insurance for the majority of workers in trades, unemployment and old age insurance, and public housing.

These measures to promote the health and welfare of the public have been satisfactorily carried out, though of course not without creating some problems and requiring revisions of original plans. The Norwegians are a frugal people who are determined that the powers exercised by the state be managed efficiently and democratically. Their health program, for instance, has given Norway either the lowest or one of the lowest infant mortality rates in the world.

The railroads were publicly financed and built as were the telegraph and telephone systems. In 1933 the broadcasting network was taken over by the government to aid in its development as an instrument for educating the people.

These measures indicate that Norway has been an advancing socialist state, the government professes such sentiments and today the socialist labor party is in power with a majority of seats in the parliament and a government of its own members. This does not mean, however, that private enterprise is thus put in jeopardy. The Norwegians do not approach politics so much from a theoretical point of view as from a practical one. The socialistic steps which have been taken appear to have come from necessity to work collectively to accomplish

a generally desired but individually unattainable end. As a consequence, so scholars of Norwegian economy and politics point out, private enterprise has been broadened and strengthened. One phase of government activity which has particularly enriched the holdings of the people has been banking institutions which financed fishermen for the acquisition of new equipment, farmers for purchasing land and industrialists who wished to install expensive machinery.

One writer on the Norwegian state has defined their socialist conviction as, "The effort to create law in domains of life that formerly were left more or less to arbitrary forces, and create it by the orderly cooperation of men and institutions."

In this work the labor unions have played a major part. Unlike our own, they did not remain aloof from direct political participation. In Norway, too, the farmers at times identified their interests with those of the workers and on the whole have strengthened labor's hand.

The political development has not been marked by serenity nor lack of conflict, as might well be imagined. The proximity of the country to the European focal points of political revolution has naturally affected the thoughts and sentiments of many of the people. Both fascism and communism have found adherents among the Norwegians, but both groups failed to shake the fundamental disposition of the people for freedom and private ownership and initiative.

Many persons are wont to call such countries as Norway, Sweden, and New Zealand "laboratories" for governmental experimentation, implying that what has been accomplished in one society would prove efficacious in another. This doctrine needs careful examination, and we do not wish to suggest that we should necessarily borrow from the Norwegians. They would be the first to say that we must develop our own methods to achieve the most economically and politically democratic society.

It would profit us, nevertheless, if we turned our attention to such a nation as Norway to discover its techniques in the promotion of democratic action. In the matter of voting alone, the Norwegian people exercise their right to a far greater extent than we do.

We must realize that to understand other people we will have to approach their culture and society with an attempt to appraise them dispassionately. It has been Norway's adventuresomeness and open-mindedness that has assisted in its growth. Norway looks to us for ideas in the fields of labor and industry. We must look to Norway for help and inspiration in resolving the economic and political affairs of the world which we recognize lying neglected and in danger us all.

COMMUNITY PROGRAM

(Continued from page 399)

A six-man executive committee of the full committee was named as follows: Mr. Lee, Maurice R. Colbert and Lee T. Turner, representing industry, and Mr. Palmer, M. R. Stevens of the plasterers' union, and Robert Reichard of the carpenters' district council, representing labor. Frank R. Howard, executive secretary of the Washington Building Trades Council, and Randall C. Wyant, executive secretary of the Master Builders' Association, will be alternates.

DEATH CLAIMS FOR THE MONTH OF
AUGUST 1947

WAGES

(Continued from page 391)

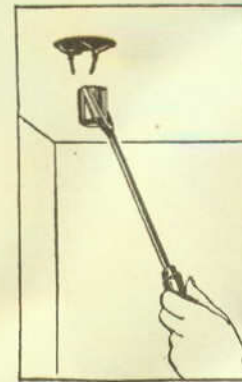
| L. U. | Name | Amount |
|--------------|------------------------|----------|
| 160 | Wilson A. Newman | 1,000.00 |
| 134 | Ralph A. Stuvinga | 1,000.00 |
| I. O. (574) | R. M. Britten | 1,000.00 |
| 134 | Emil Zisterer | 1,000.00 |
| I. O. (2) | Frank Hickman | 1,000.00 |
| 159 | Harry A. Fielman | 1,000.00 |
| 460 | Foy E. Lesley | 1,000.00 |
| 474 | Wm. R. Thomason | 1,000.00 |
| 949 | Ward G. Spear | 1,000.00 |
| 496 | Orren B. Jackson | 1,000.00 |
| 602 | E. F. Zimmerman | 650.00 |
| I. O. (134) | J. G. Walsh | 1,000.00 |
| I. O. (18) | Edw. E. Scott | 1,000.00 |
| 17 | Robert Sherman | 1,000.00 |
| 125 | Fred Haygaard | 1,000.00 |
| 58 | Wm. H. Wright | 1,000.00 |
| I. O. (245) | Fred Holtz | 1,000.00 |
| 3 | Patrick Healy | 1,000.00 |
| 6 | Aloysius J. Mayerle | 475.00 |
| 3 | Naphtoul Geiss | 1,000.00 |
| 48 | Louis E. McCann | 1,000.00 |
| 569 | Verne E. Roberts | 1,000.00 |
| 401 | Robert S. Springer | 1,000.00 |
| 18 | Clyde A. Conway | 1,000.00 |
| 86 | Earl J. Keenan | 1,000.00 |
| 51 | Nicholas J. Lacey | 1,000.00 |
| 229 | B. S. Lindemuth | 1,000.00 |
| 494 | Jos. D. Desjardins | 300.00 |
| 477 | Raymond W. Notthoff | 825.00 |
| 1 | Eugene Drach | 1,000.00 |
| 9 | Ernest B. Coble | 1,000.00 |
| 659 | Angus R. Horner | 650.00 |
| 3 | Gustave Tisell | 1,000.00 |
| 288 | Otha R. Burnell | 1,000.00 |
| 762 | Wm. J. Kinsella | 825.00 |
| 134 | Julius Freislinger | 300.00 |
| 26 | John R. Williams | 1,000.00 |
| 474 | Robert L. Motley | 1,000.00 |
| I. O. (614) | Jos. Stolfa | 1,000.00 |
| I. O. (146) | Roy Cleveland Moore | 650.00 |
| 98 | George Taylor | 1,000.00 |
| 300 | Jno. Jos. Doyle | 1,000.00 |
| 349 | Robert Colvin | 1,000.00 |
| 717 | Edmund Joseph Starr | 825.00 |
| 200 | Steven O. Stanich | 1,000.00 |
| 1302 | Jno. Edwin Howe | 1,000.00 |
| 98 | John Crawford | 1,000.00 |
| I. O. (1) | Stephen Garrigan | 1,000.00 |
| 222 | John David Scarborough | 300.00 |
| I. O. (267) | Allan V. Gould | 1,000.00 |
| 595 | Fred Vinal Long | 650.00 |
| 48 | Floyd Burnworth | 1,000.00 |
| 595 | Robert Lee Thompson | 1,000.00 |
| 8 | Anthony S. Beno | 1,000.00 |
| 527 | Eldred L. Sexton | 1,000.00 |
| 357 | Leroy Wm. Keeler | 1,000.00 |
| 1393 | Steve Edwards | 1,000.00 |
| 858 | Thos. N. Collier | 1,000.00 |
| I. O. (4) | W. G. Rendelhuber | 1,000.00 |
| 134 | Edw. John O'Brien | 1,000.00 |
| 877 | Walter H. Ehrhardt | 1,000.00 |
| 43 | J. J. Carey | 1,000.00 |
| 65 | James F. O'Donnell | 1,000.00 |
| 125 | Fred S. Penniston | 825.00 |
| I. O. (122) | Gustav C. Schoenfeld | 1,000.00 |
| 5 | Frank R. Cook | 1,000.00 |
| 479 | Johnnie B. Harper | 300.00 |
| 283 | Verdell Williamson | 300.00 |
| 111 | Harry Reisbeck | 1,000.00 |
| 304 | Wm. F. Gracey | 1,000.00 |
| 623 | Jno. E. Harrington | 1,000.00 |
| 180 | Jno. H. Wilson | 1,000.00 |
| 134 | E. J. McDougall | 1,000.00 |
| 18 | Edwin C. Scheu | 1,000.00 |
| 11 | Melvin E. Luse | 1,000.00 |
| 779 | Walter C. Walker | 825.00 |
| 459 | Jacob L. Fry | 1,000.00 |
| 331 | Noah Ellis Varnadore | 1,000.00 |
| 1002 | S. E. Harmon | 1,000.00 |
| 18 | David M. Pennington | 1,000.00 |
| 3 | Wm. A. Delaney | 1,000.00 |
| 817 | Patrick McAlevey | 1,000.00 |
| 803 | John R. Payne | 1,000.00 |
| 160 | August C. Groth | 1,000.00 |
| 734 | Alfred G. Spalding | 1,000.00 |
| 3 | Joseph Cohen | 1,000.00 |
| 340 | Ralph Stephens | 1,000.00 |
| 309 | George Swart | 1,000.00 |
| I. O. (58) | Wm. H. Brown | 1,000.00 |
| 256 | George P. Damon | 475.00 |
| 756 | James H. Leyda | 1,000.00 |
| 494 | Arthur H. Cates | 1,000.00 |
| I. O. (1156) | John Hood | 1,000.00 |
| I. O. (352) | Vern R. Sanford | 1,000.00 |
| 995 | John D. Neuville | 1,000.00 |
| 103 | Phillip H. Welch | 1,000.00 |
| 488 | O. Kubasko | 1,000.00 |
| 708 | Joseph Schnabel | 1,000.00 |
| 245 | Geo. A. Sielschott | 1,000.00 |
| 838 | Fred F. Wahrendorff | 1,000.00 |
| 764 | Albert E. Smith | 1,000.00 |
| 17 | Steve Tyrell | 1,000.00 |
| 779 | Henry Williams | 475.00 |
| 618 | John Clemens Engel | 1,000.00 |
| 846 | Chas. Fay Holbrook | 1,000.00 |
| 77 | George Couper | 150.00 |
| 3 | Erwin Nicolai | 150.00 |
| 817 | Wm. E. Ferris | 150.00 |
| 46 | James Lissner | 150.00 |
| 3 | Philip G. Peticofer | 150.00 |
| 58 | Peter E. Lippert | 650.00 |
| 3 | Wm. N. Odyke | 150.00 |
| 160 | Wm. F. Bihner | 150.00 |
| I. O. (435) | S. Wm. Schriver | 1,000.00 |

\$101,350.00

were distributed in the two industries due to the great difference in the activities being carried out. In the power and light systems, 20.6 percent of the employees were in transmission and distribution departments, 16.6 percent in generating, 12.4 percent in installation and servicing and 5.2 percent in maintenance. The greatest number of workers in the electric generating and distribution manufacturing plants, 18 percent, were occupied at assembling. Five percent were winders and wirers; one-ninth were in inspecting and one-twelfth in the testing departments. Other numerically large job classifications were punch press operators and tool and die makers. In both industries a high percentage of total employment was classified as "office workers."

Although statistics were not provided in the manufacturing survey to allow comparison of the average wages of the numerically largest work categories as they were in the power system study, still a basis for general approximation was available, and it appeared on the whole that in the numerically largest job classifications, the average wages in the electric power systems exceeded those in the manufacturing plants. On the other hand, the highest rates paid in the power systems did not average as high as in the manufacturing plants. Tool and die makers, for instance, had an average higher wage than did load dispatchers. Likewise, maintenance and production machinists averaged slightly higher in manufacturing plants than in power systems. Here again, take-home pay would have increased the difference since the actual earnings would have been much higher in the manufacturing plants than in the power systems.

Regional differences in pay averages were very marked. In the private power systems, the highest rates were found on the Pacific Coast. After the Pacific, came the Great Lakes, New England and Middle Atlantic states. Wages were much lower in the Southwest, Mountain, Southeast and Middle Western states. Within these regions also, the distribution of workers between the minimum and maximum rates varied considerably. Larger numbers in the Pacific region received a high wage and fewer a very low or very high rate from the median than in any of the other regions. In the Great Lakes and New England states the distribution might be called a "normal" one with fairly even percentages grading downward on both sides of the rate covering the greatest number. In the Southeast, the wages were fairly uniform throughout the industry but they were at the same time uniformly lower than in most other areas. This was also true for the Southwest, except that more workers received lower wages and fewer high ones than in the Southeast. The Middle West registered a fairly even

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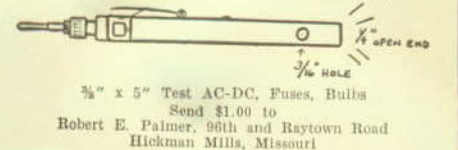
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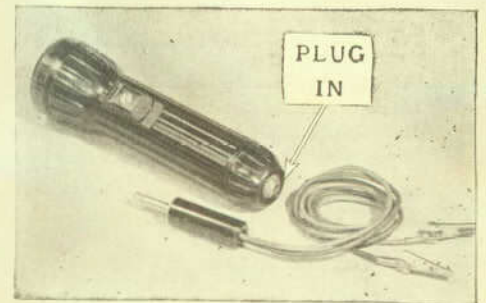
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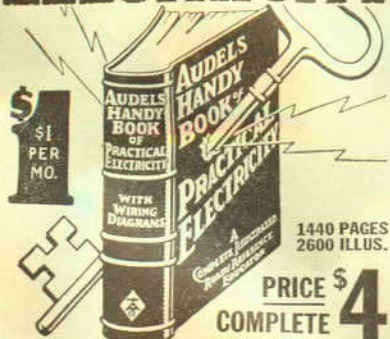
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distribution on both sides of its median pay rate, but that rate was between \$.80 and \$.90 which was a low figure compared to norms for the New England, Pacific and Great Lakes states.

Enough data of this sort was not gathered in the electrical manufacturing industry to make similar comparisons, save for the Great Lakes, Middle West and Pacific regions. One reason for this is that the electrical manufacturing industry is concentrated in these three regions more than the power systems are concentrated. Where data were given, however, the Pacific states showed consistently higher wages than the other regions. The Great Lakes plants were next with the Middle West considerably below the others. This would indicate that regional differences are rather sharp and that costs of living vary a good deal, or that standards of living do, or that they both do.

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EATON

(Continued from page 398)

will protect the individual worker and the public from union "excesses" but will not deny any fundamental freedoms to organized labor.

The question of industry-wide bargaining and size of unions is debated in two other articles by Lloyd K. Garrison, former general counsel of the National War Labor Board, and Raleigh W. Stone, professor of industrial relations, University of Chicago. Mr. Garrison does not see how we can have big industry without big unions, and believes that in this situation there will always be the risk of large and protracted strikes over the terms of employment; and "no amount of legislation dealing with such matters as secondary boycotts, jurisdictional disputes, breaches of contract, closed shop, and the like will bring us any closer to a solution of the difficulty." His solution is the adoption of a primary objective of national policy aimed at encouraging genuine collective bargaining, in such matters as wages, union security, annual wages and pension plans. He does not believe in governmental determination of wages or terms of employment through boards or courts, because it would undermine collective bargaining and in the end result in complete governmental control of wages and prices and production. He thinks that the government should give all its aid to encourage common agreement and joint efforts on the part of the representatives of industry and labor na-

tionally, locally and in particular industries.

Professor R. W. Stone disagrees completely with Mr. Garrison's thesis regarding the necessity for big unions in this world of big business. He says "the right to strike is a fundamental right and condition of human freedoms," but "the power to strike being limited only by a union's ability to exercise harmful and costly coercion" should be limited by restricting union growth to small area or company unions. Of course Prof. Stone doesn't explain how a worker can exercise his "right" to strike if he lacks sufficient coercive power in his union to force recognition of his rights.

The professor's program would, to use his own words, "largely eliminate craft and occupational unions because they are largely obsolete anyway." It would also "destroy the present great national unions which frequently encompass nationally an entire occupation or industry . . . ; but there is no possible excuse for such unions in a free enterprise system." He admits that "this program would be a bitter pill for the present unions"; but feels that "their alternative is to be warped into a labor front in a planned economy and lose all essential freedom along with the rest of us." Personally, we prefer to go along with Mr. Eaton, because his proposals would lift up the labor movement to a position of equality with capital, a much more fitting status for free labor. Both Mr. Stone and Mr. Eaton agree that labor should be put in its place, but their ideas as to locale are as far apart as the poles.

Other contributors to the symposium, Charles O. Gregory, professor of law, University of Chicago Law School, in "Government by Injunction Again," and Richard F. Watt, assistant professor of law, University of Chicago Law School, in "The Divine Right of Government by Judiciary," have prepared highly critical studies of the Supreme Court decision in the case of United States vs. United Mine Workers, 67 S. Ct., 677 (1947). Mr. Eaton also took occasion to say, "The Supreme Court, after weeks of internal wire-pulling and manipulation, finally managed, by the barest majority, to reach a decision against the miners that will be productive of untold evil in the whole field of labor relations. With only three of the Justices in accord on all of the issues involved in the coal case, and with the other six Justices embracing five other viewpoints, the Supreme Court has merely served to compound confusion."

Professor Gregory says that 15 years ago Congress put itself on record in the Norris-LaGuardia Act to the effect that Federal judges should no longer be trusted with their equity power in dealing with labor disputes. And the point of his article is to show "in a general way that the Supreme Court has lent itself to the destruction of a legislative policy so clearly stated that its misconstruction seemed impossible."

Professor Watt, in a 54-page discussion, disagrees with the majority findings in every instance and accuses the court of usurping legislative powers, upholding fines that were in excess of legislative limits (the War Labor Disputes Act authorizes as maximum penalties a fine of \$5,000 or a year's imprisonment or both) and upholding the District Court in an unconstitutional action.

Max Lerner has called this the Labor

Dred Scott case. Professor Watt concludes that "at a time when government enterprise and government intervention in business and industry inevitably are bound to increase, the Court has refused to recognize that government employees have any constitutional rights which the Court need protect. The long fight of labor to secure recognition of its rights to carry on the struggle with capital "in a fair and equal way" comes to naught in the shadow of the sovereign. A more undemocratic result in a world desperately in need of democracy could hardly be imagined.

"The means employed to achieve this result are unlikely to alter the defendants' "total lack of respect for the judicial process." Or to cause many others to respect it. For the judicial process here became "a weapon for misapplying statutes according to the grave exigencies of the moment." With exasperating selectivity the Court chose what it liked and ignored what it could not plausibly pervert. The words of Congress and the words of the Court itself were twisted and distorted to suit the needs of a conclusion."

SISTER ORGANIZATION

(Continued from page 393)

I.M.S.A. specifications have been accepted and are in use all over the world.

The Radio Committee works closely with the Federal Communications Commission in connection with the allocation of frequency channels for radio communications for the police and fire services, issuance of licenses, etc.

Other committees are engaged in similarly important work in their fields.

The association also publishes an official magazine *The Municipal Signal Engineer*, which is published every two months, or six times a year.

The words "public safety" are incorporated in the association's emblem and members feel they are making a real contribution to this end through their work. Fire, accident and crime take a terrible toll each year both in human life and in staggering property losses. Municipal signal systems serve to combat and contain these losses; the municipal signal engineer—through the operation of the systems in his charge—holds the "first line of defense" against these three powerful public enemies. Recognition of their work and its worth, and provision of the means and facilities to expand this work, will bring rich rewards to every community—in lowered fire losses, fewer traffic accidents and reduced crime.

APPRENTICE PROGRAM

(Continued from page 399)

prenticeship Committee and Robert S. Edwards, city building inspector and president of Local 613, IBEW, is secretary.

Following are the names of the apprentices who received their diplomas under the GI Bill of Rights from L. U. No. 613, as they appear in the accompanying picture with local union officers:

Front row, left to right: R. S. Edwards, president; Roland Mills, vice president; Ed McGehee, instructor; E. W. Collier, business manager; W. Adams, W. S. Adams, H. V. Collier, James Cook, Frank Parham, N. H. Neilson, instructor; L. A. Chambers, Veter-

ans Administration trainer and W. E. Spain, field representative.

Back row, left to right: T. H. Blackwell, C. C. Leach, Jr., M. W. Welch, W. H. Miller, Anon C. Roberts and F. H. Rayfield, member of Federal Committee on Apprenticeship.

LABOR

(Continued from page 401)

United Nations' temporary sub-committee on economic reconstruction of devastated areas. This document "refers to the Economic and Social Council a proposal for an economic commission for Europe. The commission would, it is proposed, be charged with the task of facilitating concerted action for the economic reconstruction of Europe, and with initiating and participating in measures necessary for the expansion of European economic activities and for the development and integration of the European economy."

Great Britain's problems are discussed in terms of her efforts to export greater quantities of manufactures to offset her war-strained international currency position. The labor government has set goals for productivity and export somewhat similar to those we have grown accustomed to hear of in the U.S.S.R. In a corresponding spirit of self-denial and sacrifice for the national welfare, the people have been exhorted to forego the consumer goods and higher wages which a sustained effort on the job would give them cause to expect. The cooperation on the part of the British population is not only a cause for admiration, but it is also an indication of the seriousness of their economic plight. One perplexity in their trade program is concerned with the fact that their exporting markets are chiefly among nations "whose currencies are not easily convertible," i.e., the other war-ravaged European countries, while their largest imports are from the North and South American countries where their exchange balances were long ago exhausted.

Throughout the rest of Europe the chief economic problems are those connected with reducing inflation, increasing productivity of basic industries through modernization and expansion, building up export credits to balance the serious needs for food, fuel and manufactured imports, decreasing unemployment in areas of unskilled labor and poor agricultural areas and at the same time filling the demands for labor in industry and construction where government plans for reconstruction are being carried out. One grave handicap to increasing skilled labor is that those who are equipped are so vitally needed that they cannot be spared in sufficient numbers to train the unskilled.

In reviewing the problems and plans of the European countries as set forth in the secretary general's report, one cannot fail to realize what a boon a coordination of efforts and cooperative planning for recovery such as that proposed by United States Secretary of State Marshall would be. None of the states makes any claim to economic self-sufficiency and all of them feel the emptiness of "sovereignty" in their days of chaos. Participating in a unified plan of economic progress would actually go far to restore their identities and pave the way for future alliances which will always be necessary to sustain prosperity in the various specialized countries of Europe.

Commenting on the United States, Mr. Phelan remarks on our great volume of production. Our "chief economic issue . . . is whether employment and production can be maintained at their present record levels; the chief economic issue from the world's point of view is how much can the United States export to meet the needs of the world and how much

will it import and thus make available dollars to pay for those exports." The recommendations for sustaining high employment which were made by the present administration are listed and it is an inescapable observation on our part that the present Congress has done little or nothing to implement these suggestions, and at the same time has proposed no constructive alternatives.

The need for labor of various kinds has stimulated interest in migration and immigration among many countries. The idea is expressed by some even that advantageous trade agreements opening to requisite natural resources can be arranged with reciprocal agreements to facilitate the transfer of needed workers.

The report, summarizing industrial relations on the continent, states that the unions have in many instances attained influential positions in the policy-making branches of governments which are operating on various economic planning methods, in exchange for their traditional prerogatives of freedom to demand shorter hours, higher pay and free collective bargaining. This represents a departure from unionism as it is practiced in America and is probably intended only to meet the present emergencies. Although the report does not discuss it, we know very well that in totalitarian countries similar situations have been brought about to break the unions. It remains to be seen if greater freedom grows out of the socialistic plans in which the unions are participating. It is unrealistic to believe that when national politics enters into the administration of a nation's economy whose policies are influenced by labor representatives, that the political factions in a country will not invade the unions and deprive them of their essential characteristics. This has happened already since the war in Argentina and Soviet-dominated countries.

The least that one can say concerning the world-wide labor movement is that the war has, in nearly all countries, altered the positions of unions and that this next decade will be one of adjustment and development that is of crucial importance. The interest and concern of the United States unions should be keen. The tenor of labor in all countries is an indicator of the degree of stability and healthfulness which obtains.

Mr. Phelan discusses the I. L. O.'s activities in the last eight months in conference and planning sessions, research and advisory functions. He shows how the scope of the organization has widened and the demands upon it have greatly increased. With the expansion of the U. N. O. as a whole, it is probable that the I. L. O. will also expand. The organization is at present dependent upon the disposition of the member nations' legislatures for money and Mr. Phelan feels that a continuation of the customary method of appropriations will prove a handicap and inadequate. He suggests that some new and more assured methods of proportional contribution be devised to relieve the international organizations of demoralizing anxiety. His thought, because seriously presented, is an interesting one, provoking speculation as to the possibilities for developing gradually in the U. N. O. greater governing powers than have been originally permitted.

In his conclusions, Mr. Phelan indicates that the economic recovery of the world, while slow, is yet faster than many felt they had reason to anticipate. On the other hand, political stability which is such an important factor in economic spheres, has progressed slowly, (if one may say that it has progressed at all). Man's will to survive and his natural inclination to hopefulness, Mr. Phelan notes, are strong and important. He thinks that the universal desire for peace is powerful enough to let us hope that our differences and problems will be solved. The United Nations Organization machinery is running. In time it may produce.

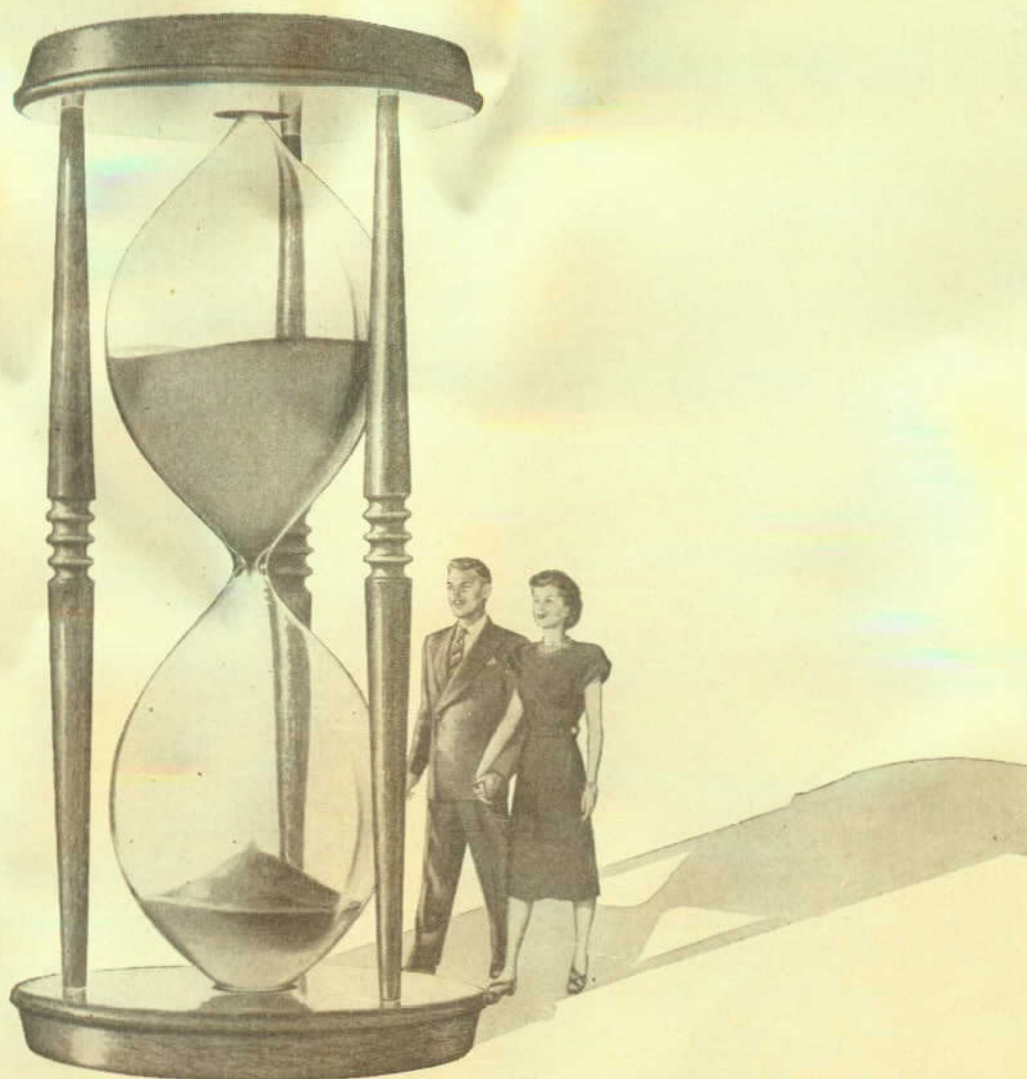
PRODUCTION

(Continued from page 394)

are not being stacked against them. They must have no ground to feel that the cost accounts are being loaded with dubious items. Suspicion on this score—no matter how petty the questioned items may be in dollar terms—must be avoided. Many of the practices with which labor is charged are also petty; and, without regard to the importance of either, workers are prone to regard the one as justifying the other.

- (2) The second principle is that the passing on of the benefits of increased productivity must be equitable and reasonably clear and certain. As we have said, productivity grows from many sources and neither management nor labor nor stockholders nor the consuming public has an exclusive claim to its benefits. Workers want higher productivity to mean higher wages and lower prices. They want management and stockholders to get their fair shares, too. But they are not interested in stepping up productivity if the entire benefits that result are to go to increase profits which may already be ample. This should be elementary common sense, but it is all too frequently ignored in discussions of industrial efficiency.
- (3) Finally, if our national productivity is to benefit to the maximum, any program to increase it must be put in terms that carry a basic appeal to every participant in production. Pecuniary incentives have their place, but they do not and—as men live not by bread alone—they cannot evoke our deepest and fullest, indeed our happiest, efforts. The efforts that we put forth in war were not the desperate efforts of a frightened people. They were the determined efforts of a people who were united by a common vision. That is what we must have in time of peace as well if we are to demonstrate our full strength, our full capacity for growth.

The United States stands today a giant among the nations of the earth. We are strong and we have the responsibilities that the strong cannot escape. Our national strength lies in our national productivity. If we are to remain strong and if we are to share our strength in binding up the wounds of the rest of the world, and helping it to regain a sound foundation for peace and prosperity, we must not neglect that source. This is a challenge that must not go unanswered. We know it is in the American people—American labor, American management, and American agriculture—to answer it as ringingly and as decisively as they answered the challenge of war. We found our answer then in the teamwork of production and it is in the teamwork of production that we must find it today.



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B-51-45904-907. B 373177-180. B-77-373311-380, 351 B-98-735825. B-99-660348. B-120-679432, 443. B-175-408538-540. B-261-609642. B-266-8171-8180. B-287-819050. B-289-348707. B-395-205391. B-428-160745-760. B-449-82439. B-455-119630-640. B-460-260427. B-467-094847, 849-851. B-479-79458, 459. B-528-755309. B-559-67223-225. | L. U. 567-062416, 417, 419- 421. 580-714804, 306. 583-393895, 704199. 639-277566-570. B-651-813288. B-673-07324, 328. 67321, 322. B-678-426981, 983. 680-815252, 259. B-735-747000. B 461810. B-743-1774, 1775. 767-204517. B-776-1723201. B-815-184576. B-873-338501. 890-459639. 917-762830. 918-778666, 969. B-934-268018. B-938-671668, 670. B-1058-120015. B-1060-844445. B-1066-609915. 81729, 730. B-1100-864564, 365. 1131-794368-434, 436. 437. B-1137- B 170630. 1173-607681, 687. B-815-184576. 1200-132377, 380, 382. 384, 387, 388, 390. 1225-010004. 1259-698310, 312, 313. 1264-677941, 342, 344- 346. B-1274-971200. B-1278-368960, 962. B 409713. 1282-935773-775. 1319-789407-510. B-1332-87912, 913. B-1339-24701, 702. 704-710. B-1353- B 489060. 457519, 520. B-1354-669033, 049. B-1356-421366-410. B-1367-490. B-1432-741350-351. B-1450-866838-390. B-1451-860660-063. B-1452-508119, 120. B-1494-818479, 740. B-1500-6787-6790. B-1508-506276. B-1526-520273-275. B-1533-522043-050. B-1543-842595. B-1552-86484. B-1554-353704, 705. 709, 710. VOID B-1-25736, 744, 755. B 187793, B 188225. 201631, 664, 745. 747, 203101-105. B 213835, 838-840. 842, 846, 960. B-2-406124, 224. 597975. B-3-192251, 437. 810, 820, 877, 938. 19008, 225, 244. 249, 499, 572, 625. 627, 635, 195020. 141, 175, 227, 376. 543, 689, 690, 691. 692, 693, 760, 833. 938, 190607, 980. 117, 114, 132. 107077, 106. OA 49542, 48. XG 5533, 5762. B 92040, 92041. 92171, 92077. 7-32490. B-221518. B-11- 50137, 188. 239, 59786, 60442. 583, 623, 656. 62495-590, 766. 770, 67002, 86115. 841, 842, 88912. 984, 995, 89057. 078, 086, 90181. 191, 203, 221, 257. 267, 274, 342, 363. 384, 417, 504, 552. 881, 964, 907. 9121, 93091, 999. 94083, 992, 117. 135, 159, 186, 263. 566, 710, 96788. 827, 831, 853, 872. 964, B 594278. B 615079, 080. B 623587, 588, 406. B 624262, 270. B 625287. B 626253, 256. B 626357, 256. 309, 325, 416. 658179-183. | L. U. B-11-(Cont.) 658203, 206, 225. 937349, 372, 377. 12-43631. 16-71181, 242, 108011. 024, 025, 109213. 267, 140427, 428. 436. B-18- B 898154. 604818, 860. 603765, 793. 446206, 239. 481942, 482023. 602, 816, 734. B 268633. B 266435, 875. B 267107. 256, 521, 614, 675. B 270958, 970. B 271002, 019, 154. 173, 181, 385. B 267793. B 270264. B-23- 158144, 180. 236597, B 869213. 27-316500. B-30-35360. 1131-794368-434, 436. 437. 35-724257. B-1137- B 170630. 1173-607681, 687. 1200-132377, 380, 382. 384, 387, 388, 390. 1225-010004. 1259-698310, 312, 313. 1264-677941, 342, 344- 346. B-1274-971200. B-1278-368960, 962. B 409713. 1282-935773-775. 1319-789407-510. B-1332-87912, 913. B-1339-24701, 702. 704-710. B-1353- B 489060. 457519, 520. B-1354-669033, 049. B-1356-421366-410. B-1367-490. B-1432-741350-351. B-1450-866838-390. B-1451-860660-063. B-1452-508119, 120. B-1494-818479, 740. B-1500-6787-6790. B-1508-506276. B-1526-520273-275. B-1533-522043-050. B-1543-842595. B-1552-86484. B-1554-353704, 705. 709, 710. VOID B-1-25736, 744, 755. B 187793, B 188225. 201631, 664, 745. 747, 203101-105. B 213835, 838-840. 842, 846, 960. B-2-406124, 224. 597975. B-3-192251, 437. 810, 820, 877, 938. 19008, 225, 244. 249, 499, 572, 625. 627, 635, 195020. 141, 175, 227, 376. 543, 689, 690, 691. 692, 693, 760, 833. 938, 190607, 980. 117, 114, 132. 107077, 106. OA 49542, 48. XG 5533, 5762. B 92040, 92041. 92171, 92077. 7-32490. B-221518. B-11- 50137, 188. 239, 59786, 60442. 583, 623, 656. 62495-590, 766. 770, 67002, 86115. 841, 842, 88912. 984, 995, 89057. 078, 086, 90181. 191, 203, 221, 257. 267, 274, 342, 363. 384, 417, 504, 552. 881, 964, 907. 9121, 93091, 999. 94083, 992, 117. 135, 159, 186, 263. 566, 710, 96788. 827, 831, 853, 872. 964, B 594278. B 615079, 080. B 623587, 588, 406. B 624262, 270. B 625287. B 626253, 256. B 626357, 256. 309, 325, 416. 658179-183. | L. U. 624065, 183, 304. 522, 554, 643. 625044, 048-050. 127-111729. B-136-53797, 170734. 781, 851, 170913. 980, 983, 582875. 878775. 146-737095. 153-705662. 156-781699, 700. B-160-815430, 511. 86747, 66807, 899. 920, 981, 67143. 190, 67508, 519. 309803. 173-132754, 755. 174-80214. 186-888882. 191-215029. B-196-81296278. B 330460. 210-19192, 195. 211-113201-206. 414010, 051. 425-61764, 960, 989. B-213-8178499. 184721. 215-555035. 223-835385. 225-754947, 094. 88462. B-230-610005. 535222, 309, 382. 443, 650, 718, 787. 894, 934, 997. 536053, 096, 119. 347, 382, 389. B 595168. B-48- 935773-775. 230, 701181, 196. 230, 795, 918. 702447, 553, 595. 670, 680, 728, 741. 779, 820, 837, 919. 703108, 136-160. 511, 704264, 307. 357, B 903712. B 904045, 049, 272. 348-355. B-51- 42595, 43770. 42521-253. B 378184. 151, 513843, 869. 920. 53-194056, 111, 208. 266. 55-629606. B-57- B 894841. B 895102, 170, 187. 251, 331, 394. 814575, 577. B-66- B 24210. B 145037, 086. 090, 111, 159, 160. 173, 216, 280, 321. 370, 390, 466, 472. 514-520, 192315. 368, 422, 457, 464. 484, 497, 498, 507. 521, 718, 722, 837. 193219, 225-230. 526107. 526107, 305. B-72- 292324. B-73-145653, 637, 716. B-77-374815, 375359. 262, 265, 270, 301. 378084, 373274. 299, 300, 305-310. 110640, 715. B-84- B 355020-029. 88-750559. 107077, 106. OA 49542, 48. XG 5533, 5762. B 92040, 92041. 92171, 92077. 7-32490. B-221518. B-11- 50137, 188. 239, 59786, 60442. 583, 623, 656. 62495-590, 766. 770, 67002, 86115. 841, 842, 88912. 984, 995, 89057. 078, 086, 90181. 191, 203, 221, 257. 267, 274, 342, 363. 384, 417, 504, 552. 881, 964, 907. 9121, 93091, 999. 94083, 992, 117. 135, 159, 186, 263. 566, 710, 96788. 827, 831, 853, 872. 964, B 594278. B 615079, 080. B 623587, 588, 406. B 624262, 270. B 625287. B 626253, 256. B 626357, 256. 309, 325, 416. 658179-183. | L. U. 624065, 183, 304. 522, 554, 643. 625044, 048-050. 127-111729. B-136-53797, 170734. 781, 851, 170913. 980, 983, 582875. 878775. 146-737095. 153-705662. 156-781699, 700. B-160-815430, 511. 86747, 66807, 899. 920, 981, 67143. 190, 67508, 519. 309803. 173-132754, 755. 174-80214. 186-888882. 191-215029. B-196-81296278. B 330460. 210-19192, 195. 211-113201-206. 414010, 051. 425-61764, 960, 989. B-213-8178499. 184721. 215-555035. 223-835385. 225-754947, 094. 88462. B-230-610005. 535222, 309, 382. 443, 650, 718, 787. 894, 934, 997. 536053, 096, 119. 347, 382, 389. B 595168. B-48- 935773-775. 230, 701181, 196. 230, 795, 918. 702447, 553, 595. 670, 680, 728, 741. 779, 820, 837, 919. 703108, 136-160. 511, 704264, 307. 357, B 903712. B 904045, 049, 272. 348-355. B-51- 42595, 43770. 42521-253. B 378184. 151, 513843, 869. 920. 53-194056, 111, 208. 266. 55-629606. B-57- B 894841. B 895102, 170, 187. 251, 331, 394. 814575, 577. B-66- B 24210. B 145037, 086. 090, 111, 159, 160. 173, 216, 280, 321. 370, 390, 466, 472. 514-520, 192315. 368, 422, 457, 464. 484, 497, 498, 507. 521, 718, 722, 837. 193219, 225-230. 526107. 526107, 305. B-72- 292324. B-73-145653, 637, 716. B-77-374815, 375359. 262, 265, 270, 301. 378084, 373274. 299, 300, 305-310. 110640, 715. B-84- B 355020-029. 88-750559. 107077, 106. OA 49542, 48. XG 5533, 5762. B 92040, 92041. 92171, 92077. 7-32490. B-221518. 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B-230-610005. 535222, 309, 382. 443, 650, 718, 787. 894, 934, 997. 536053, 096, 119. 347, 382, 389. B 595168. B-48- 935773-775. 230, 701181, 196. 230, 795, 918. 702447, 553, 595. 670, 680, 728, 741. 779, 820, 837, 919. 703108, 136-160. 511, 704264, 307. 357, B 903712. B 904045, 049, 272. 348-355. B-51- 42595, 43770. 42521-25 |
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